

Presiding:
Chair
Joseph M. Gingo
August 14, 2019

1	Call to Order
2	Report of the Chair
3	Report of the Interim President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Consent Agenda Vote
10	New Business
11	Next Regular Meeting: October 9, 2019 Student Union, Room 339
12	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Wednesday, April 17, 2019
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Ralph J. Palmisano
Olivia P. Demas, Vice Chair*	Roland H. Bauer	William A. Scala
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty	

*Attended via teleconference

Student Trustees Present:

Andrew M. Adolph
Joshua E. J. Thomas

Advisory Trustee Present:

Dr. David W. James

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Dr. John C. Green, Interim President
Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer

Others Present:

Cristine Boyd, Director, Media Relations
Scott M. Campbell, Associate General Counsel and Records Compliance Officer
Sarah J. Kelly, Associate Vice President, Human Resources/CHRO
Robert C. Kropff, Sr. Director, Integrated Communications
Dr. Chand Midha, Executive Dean, Graduate School

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 7:30 a.m., and the Board adjourned into executive session on a 7-0 vote for the stated purposes of considering the appointment, employment, dismissal, discipline, promotion, demotion, or compensation of public employees pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 8:15 a.m. on a 7-0 vote.

NEW BUSINESS

Mr. Gingo said that the Board would consider one item of new business. He then made the following statement:

“As you will recall, in October 2016, in a special meeting of the Board of Trustees, the Board appointed Dr. Rex Ramsier as Senior Vice President and Provost, effective through June 30, 2018. At that time, the Board also stated that it would begin a search for the Senior Vice President and Provost position subsequent to its decision concerning whether it would begin a search for a new President.

In December 2017, as part of a plan to enhance the University’s administrative structure, the Board created the positions of Executive Vice President/Chief Administrative Officer and Executive Vice President/Chief Academic Officer. At that time, the Board named Dr. Ramsier as Executive Vice President/Chief Administrative Officer and asked Dr. Ramsier to continue to serve as the Senior Vice President and Provost until a candidate was selected to fill that position.

The search for the Executive Vice President/Chief Academic Officer began in early 2018. However, because of subsequent transition in the Presidency, the search was temporarily suspended in spring of 2018. Now that the University’s national search for a new President is well underway, it is time to address the position of Executive Vice President/Chief Academic Officer.

Dr. Ramsier has done a remarkable job filling the role of Senior Vice President and Provost, while also serving as Executive Vice President/Chief Administrative Officer, and the Board highly values the working relationship and positive results that have been achieved thus far by him and Dr. Green. Dr. Ramsier has been invaluable in his work with the Higher Learning Commission, and his data-driven contributions during Academic Program Review were critical to moving that process forward.

For almost three years, Dr. Ramsier has been serving in multiple roles for the University, but now the Board wishes for Dr. Ramsier to focus all of his energies on the Chief Administrative Officer position and to relieve him of the responsibilities of serving in two different vice president positions.

Accordingly, today the Board will take several actions to continue the positive momentum begun through the work of Dr. Ramsier and Dr. Green over the last year:

1. The Board extends the contract of Dr. Ramsier, as Executive Vice President/Chief Administrative Officer, by one year to June 30, 2021; and
2. The Board discontinues the title of Senior Vice President and Provost; and
3. The Board appoints Dr. Chand Midha as the Interim Executive Vice President/Chief Academic Officer. Dr. Midha also will continue to serve as Executive Dean of the Graduate School; and
4. The Board will engage a search firm to conduct a national search for the Position of Executive Vice President/Chief Academic Officer. This search will be coordinated with the ongoing presidential search and will be conducted in accordance with the Collective

Bargaining Agreement between the University and the Akron-AAUP. Neither Dr. Midha nor Dr. Ramsier will be candidates for the position of Executive Vice President/Chief Academic Officer.

As Interim Executive Vice President/Chief Academic Officer, Dr. Midha will be responsible for leading the academic mission of the University. Dr. Midha will have management responsibility for coordinating the academic offerings of the University's academic units and will play a critical role in the selection of academic leadership and in the process for promotion and tenure. Dr. Midha's duties also will include oversight of the Office of Institutional Research and the Office of Research Administration, as well as serving as the primary administrative liaison to the Faculty Senate and the University Council.

As Executive Vice President/Chief Administrative Office, Dr. Ramsier will continue to have oversight responsibility for enrollment management and student services, human resources and labor relations, and accreditation compliance and reporting. Since Dr. Midha now will oversee Institutional Research, Dr. Ramsier also will supervise the administrative portion of action planning and budget development, as well as assisting with University rule and policy compliance.

The details for each position are more fully detailed in the resolution.

On behalf of the Board, I would like to thank Dr. Ramsier again for serving in dual capacities and for Dr. Midha agreeing to assume the position as Interim Executive Vice President/Chief Academic Officer. We look forward to continuing to work with Dr. Ramsier and with Dr. Midha in their respective roles."

RESOLUTION 4-20-19

Pertaining to the Position of Executive Vice President and Chief Academic Officer

WHEREAS, In a meeting of the Board of Trustees of The University of Akron (the "Board") on December 6, 2017, through Resolution 12-17-17, the Board established the positions of Executive Vice President/Chief Academic Officer and Executive Vice President/Chief Administrative Officer, and appointed Dr. Rex Ramsier as Executive Vice President/Chief Administrative Officer; and

WHEREAS, Since December 6, 2017 Dr. Ramsier has served as Executive Vice President/Chief Administrative Officer and also as Senior Vice President and Provost; Now, Therefore,

BE IT RESOLVED, That the Board extends the contract of Dr. Ramsier, Executive Vice President/Chief Administrative Officer, by one year to June 30, 2021, with no increase in compensation; and

BE IT FURTHER RESOLVED, That the Board discontinues the title of Senior Vice President and Provost; and

BE IT FURTHER RESOLVED, That the Board appoints Dr. Chand Midha, as Interim Executive Vice President/Chief Academic Officer, effective immediately. Dr. Midha will continue to serve as Executive Dean of the Graduate School, with no increase in compensation; and

BE IT FURTHER RESOLVED, That the Board will engage a search firm to conduct a national search for the position of Executive Vice President/Chief Academic Officer in coordination with the presidential search; that neither Dr. Midha nor Dr. Ramsier will be candidates for the position; and that the search will be conducted in accordance with the collective bargaining agreement between the University and Akron-AAUP; and

BE IT FURTHER RESOLVED, That the Executive Vice President/Chief Academic Officer has responsibility to lead the academic mission of the University, will be an ex officio member of each faculty and department or school, and is responsible for and has authority to:

1. Coordinate the academic offerings of the various colleges, departments and schools, including academic assessment activities and academic program review;
2. Assist in the selection and appointment of deans, chairs/directors, faculty and staff; recommend promotion, tenure, salary, and dismissal of faculty members and other academic personnel;
3. Manage the Office of Institutional Research, and the collecting and reporting of student and academic-program data;
4. Oversee the Office of Research Administration and supervise research activities, institutes and centers;
5. Supervise the academic portion of action planning, budget development and implementation;
6. Be the primary liaison to Faculty Senate and University Council as well as represent the academic program at college and University events, with the media and external community; and
7. Other duties that the President may assign.

BE IT FURTHER RESOLVED, That the Executive Vice President/Chief Administrative Officer has responsibility to manage key administrative areas, and is responsible for and has authority to:

1. Oversee enrollment management and student services, including the registrar, student support activities, and externally funded programs such as ROTC and Choose Ohio First;

2. Supervise human resources and labor relations, including negotiation, implementation, and compliance of contracts between the Board of Trustees and campus bargaining units;
3. Ensure accreditation compliance and reporting, including liaison with the Higher Learning Commission;
4. Manage the administrative portion of action planning, budget development and implementation;
5. Review, investigate and respond as appropriate to various complaints, grievances, appeals, etc. from within or outside the University;
6. Ensure compliance with University rules and policies including the authority and responsibility to execute contracts on behalf of the University, such as partnership agreements and contracts involving the expenditure of money within the limits set by the Board; and
7. Other duties that the President may assign.

ACTION: Adkins motion, Ciraldo second, passed 7-0

ADJOURNMENT

Mr. Gingo said that the next regular meeting of the Board of Trustees will take place on Wednesday, June 12, 2019. An executive session would begin at 7:30 or 8 a.m. Committee meetings would take place on Monday, June 3 and Friday, June 7, tentatively.

ACTION: Meeting adjourned at 8:22 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
PRESIDENTIAL SEARCH COMMITTEE**

Meeting Minutes
Friday, June 7, 2019
Student Union, Room 339

Board of Trustees Presidential Search Committee Members Present:

Roland H. Bauer, Committee Chair
Lewis W. Adkins, Jr.
Alfred V. Ciraldo, M.D.
Cindy P. Crotty
Olivia P. Demas
Joseph M. Gingo
William A. Scala
Andrew M. Adolph
Anthony J. Alexander
Dr. David W. James

Other Presidential Search Committee Members Present:

Dr. Philip A. Allen, University Council
Anthony P. Colucci III, Contract Professional Advisory Committee
Michele A. Novachek, Staff Employee Advisory Committee
Dr. Linda M. Saliga, Faculty Senate
Dr. Pam Schulze, Akron AAUP

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Others Present:

Elizabeth K. Bohan, Witt/Kieffer*
Dr. Robert M. Smith, Witt/Kieffer*
John K. Thornburgh, Witt/Kieffer

*Attended via teleconference

MEETING OF THE PRESIDENTIAL SEARCH COMMITTEE

Mr. Bauer called the meeting to order at 1 p.m. The Committee included non-voting members of the Board of Trustees and, pursuant to University Rule 3359-1-05, non-trustee elected leaders of key University constituency groups. The Committee adjourned into executive session on a 7-0 vote for the stated purposes of considering the appointment, employment, promotion or compensation of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 3:50 p.m. on a vote of 7-0.

ACTION: Meeting adjourned by consensus at 3:50 p.m.

Roland H. Bauer
Chair, Presidential Search Committee

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes
Wednesday, June 12, 2019
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Ralph J. Palmisano
Olivia P. Demas, Vice Chair	Roland H. Bauer	William A. Scala
Alfred V. Ciraldo, M.D., Vice Chair	Thomas F. Needles	

Student Trustees Present:

Andrew M. Adolph
Joshua E. J. Thomas

Advisory Trustees Present:

Anthony J. Alexander
Dr. David W. James

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Dr. John C. Green, Interim President
Kimberly M. Cole, Vice President, Development
Wayne R. Hill, Vice President, Chief Communication and Marketing Officer
Jolene A. Lane, Chief Diversity Officer/Vice President, Inclusion and Equity
Dr. John A. Messina, Vice President, Student Affairs
Dr. Chand Midha, Interim Executive Vice President/Chief Academic Officer
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer
Dr. Rex D. Ramsier, Executive Vice President/Chief Administrative Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 8 a.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and considering real estate matters pursuant to O.R.C. 121.22(G)(2). The meeting returned to public session at 10:53 a.m. on a 6-0 vote.

REPORT OF THE CHAIR

Strategic Plan

Mr. Gingo made the following statement:

“This Board has emphasized the critical need for the University to achieve sustainable financial stability within the next three to five years. The Board has asked the president and the administration, in conjunction with the entire University community, to develop a Strategic Plan to achieve this goal. As work on the Strategic Plan commences, this Board wants to emphasize the need for the plan to include areas of targeted academic emphasis and investment, as well as measures to ensure institutional financial prudence and accountability. Essential components for the success of the plan include:

- Installing stable and committed University leadership, including the president, executive vice president/chief academic officer and college deans;
- Attracting, retaining and graduating students into productive careers;
- Increasing the perception of The University of Akron as a university of distinction and choice;
- Focusing research in areas of strength and opportunity;
- Working closely with regional business, community and political leaders to strengthen our local economy;
- Effectively managing expenses; and
- Significantly increasing donations, including donations for student scholarships and endowed chairs.

In fact, a little later today we will honor the personal generosity of our colleague Tony Alexander. Tony’s donation toward the College of Business Administration’s renovation and expansion campaign is just one example of the type of impactful contribution that will provide greater opportunities and resources for future students in the College.

The Board believes that the development and successful implementation of a Strategic Plan that includes these elements will increase the success of the University’s graduates and the perception of The University of Akron as a university of distinction and choice.”

Presentation by the Ohio Ethics Commission

Mr. Gingo reported that on April 30 he had attended a presentation on campus about Ohio’s Ethics Laws given by Susan Willeke of the Ohio Ethics Commission. He described the

presentation as informative, practical and dynamic. He acknowledged with appreciation also the attendance of Dr. Green, several members of the Cabinet, and many employees from a wide cross section of colleges and departments.

Mr. Gingo stated that, “at The University of Akron, we strive to adhere to the highest ethical standards in our business dealings, employment practices and overall operation, and talks like this one are a good reminder of how we should behave. Thank you to Celeste Cook and the Office of General Counsel for arranging this presentation.”

Spring 2019 Commencement

Mr. Gingo reported that he had enjoyed participating in the stage party for the six regular spring commencement ceremonies over the weekend of May 10-12 and for the School of Law commencement on Sunday, May 19. He described the proud and joyous reactions of the graduates to having achieved their respective academic milestones as truly gratifying, and acknowledged one such point of pride in particular, Student Trustee Joshua E. J. Thomas, who received a Master of Science in Civil Engineering degree.

Mr. Gingo praised the men and women who had organized and conducted those ceremonies for providing such an excellent experience to the graduates and their families. He cited that, in a recent survey of students, the University’s multiple commencement ceremonies had been overwhelmingly favored over a proposed single large ceremony at InfoCision Stadium. “It is no wonder that our students want to keep it this way as they appeared to enjoy it 100 percent,” he stated.

Mr. Gingo reiterated his congratulations on behalf of the Board to each 2019 graduate of The University of Akron, and he thanked the individuals whose work and time had facilitated those ceremonies.

Conclusion

Mr. Gingo offered the following acknowledgements:

“As the 2018-2019 fiscal year winds down, I wish to express, as Chair of this Board, my personal thanks to each Trustee for your individual contributions over the past year. Colleagues, our commitment and support are vital to the success of The University of Akron, and are most appreciated.

To each administrator, faculty member, contract professional and staff member, I am profoundly aware that your individual and collective efforts in challenging circumstances have been key to maintaining the integrity of this institution. Please know that you have my deepest gratitude.”

REPORT OF THE INTERIM PRESIDENT (See Appendix D.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thomas introduced University of Akron doctoral candidate Samantha Pfeiffer, who offered remarks to the Board regarding her University of Akron experience (see Appendix E). She received a commemorative gift from Trustees.

Mr. Adolph reported on student activities as spring transitions to summer:

- Students had celebrated the end of spring semester on May 3 at the tenth-annual SpringFest. The campus event featured local music talent, food trucks, a zip line, a petting zoo, and a beer garden featuring local craft beer offerings.
- The beginning of summer and a quieter campus meant that many students were away working internships and co-ops, taking courses, doing research, and studying abroad, thereby impacting their local communities and society as a whole.
- One such activity, the “Zips in the Valley” program sponsored by the College of Business Administration’s Institute for Leadership Advancement, had facilitated a cohort of 25 University of Akron students from various disciplines such as business, art and biomimicry to travel to California’s Silicon Valley. The five-day trip from May 28 to June 1 had included visits to companies like Tesla and Google as well as NASA, Stanford University, and famous locations in the San Francisco Bay area. Students also met with Akron alumni who work in Silicon Valley.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on June 7.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab)

presented by Chair Gingo

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of April 10, 2019 was placed on the consent agenda.

RESOLUTION 6-1-19 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

presented by Committee Chair Scala

- Personnel Actions recommended by Dr. Green as amended (Tab 1)

RESOLUTION 6-2-19 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0

- Investment Report for the Nine Months Ended March 31, 2019 (Tab 2)

OPERATING FUNDS

The Operating Funds totaled \$227.9 million at March 31, 2019 and posted a blended rate of return (ROR) of 1.7 percent, or \$4.2 million, for the nine months ended March 31, 2019.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios. During March 2018, a University escrow was established with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan. Cash and Fixed Income portfolios totaled \$170.2 million at March 31, 2019. The Cash and Fixed Income portfolios achieved an overall nine-month ROR of 2.9 percent, or \$4 million [\$164.8 million average quarterly balance].

Long-Term

The Long-Term investments managed by Legacy totaled \$57.7 million at March 31, 2019 and achieved an overall nine-month ROR of 0.4 percent, or \$0.2 million [\$56.5 million average quarterly balance] compared to benchmark of 2.2 percent.

The operating funds were within the University's prescribed asset allocation requirements at March 31, 2019.

ENDOWMENTS

The Endowments totaled \$68.9 million at March 31, 2019 and posted a blended ROR of 0.2 percent, or \$0.3 million, for the nine months ended March 31, 2019.

The March 31, 2019 market value increased \$0.1 million from June 30, 2018. The largest contributors to that change were endowment distributions of -\$2.2 million, offset by gifts of \$2.3 million.

Pooled

The Pooled Endowment managed by Cambridge totaled \$62.2 million at March 31, 2019 and achieved an overall nine-month ROR of -0.1 percent, or \$0.1 million [\$60.5 million average quarterly balance] compared to the policy benchmark of 1.9 percent.

Of Cambridge's portfolio, Vanguard REIT Index ETF achieved the highest nine-month ROR at 10.3 percent [\$2.2 million balance at March 31], while the Victory Global Natural Resources posted the lowest ROR at -39 percent [\$2 million balance at March 31].

These funds were within the University's prescribed asset allocation requirements at March 31, 2019.

Separately Invested

The Separately Invested Endowments totaled \$6.7 million at March 31, 2019, are invested in accord with donor stipulations, and posted a blended nine-month ROR of 2.9 percent, or \$0.2 million [\$6.7 million average quarterly balance].

The highest ROR for the nine months ended March 31 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 5.5 percent on market value of \$2.3 million at March 31. The lowest ROR for the nine months ended March 31 was the Constitutional Law endowment, invested at Key Bank, at 1.6 percent on market value of \$1 million at March 31.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

RESOLUTION 6-3-19 (See Appendix B.)

- Financial Report for Nine Months Ended March 31, 2019 (Tab 3)

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$179.4 million, or approximately 96 percent of the \$187.5 million revised annual budget. The revenues for the first part of the summer 2019 term will be reflected in the year-end report. The overall credit hour production for the current fiscal year is roughly eight percent less than the prior year.

Other Fees revenue totaled 21 million, or approximately 96 percent of the \$21.9 million revised annual budget.

State Share of Instruction (SSI) revenue totaled \$76.8 million, or 75 percent of the \$101.9 million revised annual budget.

Indirect Cost Recovery (IDC) revenue totaled \$3.7 million, or approximately 68 percent of the \$5.4 million revised annual budget.

Investment Income revenue totaled \$0.6 million, or approximately 59 percent of the \$1.1 million revised annual budget.

Expenditures

Payroll and Fringe Benefits: Payroll expenditures totaled \$106.1 million, or approximately 75 percent of the \$141 million revised annual budget. Fiscal Year 2019 budgeted raises are reflected. Fringe benefit costs totaled \$39.4 million, or 74 percent of the \$53.3 million revised annual budget.

Utilities expenditures totaled \$6.8 million, or approximately 62 percent of the \$10.9 million revised annual budget.

Operating expenditures, including encumbrances of \$5 million, totaled \$27.6 million, or approximately 79 percent of the \$34.8 million revised annual budget.

Scholarships totaled \$38.6 million, or approximately 70 percent of the \$54.7 million revised annual budget.

Transfers and Advances

The revised annual budget assumes that **transfers-in** from reserves, as needed, will total \$3.6 million.

Transfers-in Plant and Other: The General Fund's retiree dependent healthcare funding was sufficient without additional support; therefore, the Fiscal Year 2017 support in the amount of \$2.3 million was reversed. A transfer-in of \$173,000 from Telecommunications reflected the remaining fund balance of the auxiliary operation, which had shifted to the General Fund in Fiscal Year 2018.

Advances-in: In accordance with agreements, \$345,000 has been repaid, leaving a balance of \$355,000 to be repaid.

Transfers-out – Plant Fund: Transfers of \$3.1 million to plant funds were made in support of the following: Polsky parking deck, \$1 million; Ballet Center insurance proceeds, \$797,000; Campus surveillance system, \$500,000; Gallucci Hall demolition, \$275,000; the Roadway Building air handler, \$200,000; the Akron Engineering Research Center air chiller, \$170,000; and others.

Transfers-out – Other: Transfers of \$23.9 million, or 76 percent of the \$31.5 million revised annual budget, reflected facilities fees and general service fees, general support of auxiliaries and a transfer of \$400,000 to a departmental sales account in support of Corrosion Engineering.

Advance-out: A loan to Athletics of \$77,000 in support of the James A. Rhodes Arena weight room renovation had been repaid in March 2019.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$5.9 million, or 64 percent of annual budgeted revenue of \$9.2 million. Unearned revenue of \$16,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Payroll and fringe benefit expenditures totaled \$8.2 million or approximately 74 percent of the \$11.1 million annual budget. Operating expenditures totaled \$10.9 million or 102 percent of the \$10.7 million annual budget. Scholarships, or athletic financial aid, totaled \$5.7 million or 78 percent of the \$7.3 million annual budget.

Other sources of funding included transfers-in of \$3.7 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$14.9 million combined from the General Service Fees and Other categories in support of operations. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$37,000. Transfers-out for debt service totaled approximately \$3.7 million, or 75 percent of the budgeted \$5 million, and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$19 million, or 95 percent of annual budgeted revenue of \$20 million. Unearned revenue accounted for \$89,000. A projected maximum shortfall of \$700,000 would be mitigated by cost savings and Fiscal Year 2018 surplus in the Residence Life

and Housing budget. Payroll and fringe benefit expenditures totaled \$858,000 or approximately 71 percent of the \$1.2 million annual budget. Operating expenditures totaled \$5.1 million or 64 percent of the \$8 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$6,000. Transfers-out for debt service totaled \$8 million, or 75 percent of the budgeted \$10.6 million, and paid the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Hall actual revenue totaled \$1.8 million, or 74 percent of annual budgeted revenue of \$2.4 million. Unearned ticket revenue of \$37,000 for the Broadway in Akron Series Fiscal Year 2019 would be realized once those shows are held. Payroll and fringe benefits expenditures totaled \$244,000 or approximately 50 percent of the \$484,000 annual budget. Operating expenditures totaled \$2 million, or 77 percent of the budgeted \$2.6 million. Transfers-in – Other of \$703,000, or 75 percent of the \$937,000 annual budget, represented General Fund support for operations. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$29,000. Transfers-out for debt service totaled \$245,000, or 75 percent of the budgeted \$327,000, and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$3.33 million, or 101 percent of annual budgeted revenue of \$3.3 million. Payroll and fringe benefit expenditures totaled \$262,000, or approximately 65 percent of the \$400,000 annual budget. The \$275,000 budgeted for fringe benefits includes the difference between SERS and FICA for CWA employees who remained with the University as well as Aramark employees performing work at the University. Operating expenditures totaled \$1.1 million, or 72 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$22,000. Transfers-out for debt service of \$582,000 or 75 percent of the budgeted \$776,000, paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Recreation and Wellness Services actual revenue totaled \$464,000, or 81 percent of annual budgeted revenue of \$573,000. Payroll and fringe benefit expenditures totaled \$579,000, or approximately 73 percent of the budgeted \$796,000. Operating expenditures totaled \$1.3 million, or 71 percent of the budgeted \$1.9 million. Transfers-in of \$2.8 million, or 75 percent of the budgeted \$3.8 million, represented facilities fees and General Fund support to service the building's bonded debt and for operations, respectively. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$62,000. Transfers-out of \$1.3 million, or 75 percent of the budgeted \$1.7 million, supported upcoming debt service requirements.

Jean Hower Taber Student Union

Student Union actual revenue totaled \$794,000, or 84 percent of annual budgeted revenue of \$946,000. Payroll and fringe benefit expenditures totaled \$623,000, or approximately 72 percent of the \$862,000 annual budget. Operating expenditures totaled \$1.4 million, or 73 percent of the \$1.9 million annual budget. Transfers-in of \$3.5 million, or approximately 75 percent of the \$4.7 million annual budget, represented facilities fees and General Fund support to service the building's bonded

debt and for operations, respectively. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$27,000. Transfers-out for debt service requirements totaled \$2.2 million, or approximately 75 percent of the \$2.9 million annual budget.

Parking

Parking actual revenue totaled \$6.4 million, or 89 percent of annual budgeted revenue of \$7.2 million. Payroll and fringe benefit expenditures totaled \$234,000, or approximately 63 percent of the budgeted \$373,000. Operating expenditures totaled \$2.1 million, or 70 percent of the budgeted \$3 million. Transfers-in – Other, budgeted at \$1.6 million, had been intended to fund operations in the amount of \$600,000 and capital repairs of the Administrative Services Building (ASB) parking deck in the amount of \$1 million. However, a transfer to Plant Funds of \$1.5 million would be used to make capital repairs at the West Campus Parking Deck; the ASB parking deck will not be repaired this fiscal year. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$89,000. Transfers-out for debt service totaled \$3.4 million, or 75 percent of the \$4.5 million annual budget, and paid the bonded debt related to the renovation and construction of four parking decks.

Wayne Student Union

Wayne Student union revenue totaled \$37,000, or 57 percent of annual budgeted revenue of \$64,000. Operating expenditures totaled \$6,000, or 56 percent of the \$10,000 annual budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE

Self-Insurance Health Care

Self-Insurance Health Care actual revenue totaled \$23.1 million, or 70 percent of annual budgeted revenue of \$33 million. Payroll and fringe benefit expenditures totaled \$120,000, or 62 percent of the \$194,000 annual budget. Operating expenditures totaled \$180,000 for consulting and administrative services, or 114 percent of the \$158,000 annual budget. Premium and claims expenditures totaled \$19.3 million, or 61 percent of the \$31.7 million annual budget. Transfers-out – Other of \$2.3 million represents the reversal of Fiscal Year 2017 General Fund support of the retiree dependent healthcare program.

Workforce Training Solutions (Formerly UA Solutions)

Workforce Training Solutions actual revenue totaled \$692,000, or 92 percent of annual budgeted revenue of \$750,000. Payroll and fringe benefit expenditures totaled \$325,000, or 120 percent of the \$271,000 annual budget. Generally, payroll costs related to contract training is incurred prior to the associated revenue being collected. Operating expenditures totaled \$217,000, or 58 percent of the \$377,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$20,000.

New Student Orientation

New Student Orientation actual revenue totaled \$354,000, or 64 percent of annual budgeted revenue of \$551,000. Payroll and fringe benefit expenditures totaled \$173,000, or 71 percent of the \$242,000 annual budget. Operating expenditures totaled \$262,000, or 58 percent of the \$449,000 annual budget.

English Language Institute

English Language Institute actual revenue totaled \$280,000, or 48 percent of annual budgeted revenue of \$580,000. Payroll and fringe benefit expenditures totaled \$238,000, or 58 percent of the \$413,000 annual budget. Operating expenditures totaled \$4,600, or 15 percent of the \$30,000 annual budget.

Other

Other departmental sales and services actual revenue totaled \$4.4 million, or 93 percent of annual budgeted revenue of \$4.8 million. Payroll and fringe benefit expenditures totaled \$1.9 million, or 81 percent of the \$2.3 million annual budget. Operating expenditures totaled \$1.9 million, or 89 percent of the \$2.1 million annual budget. Capital expenditures totaled \$67,000, or 840 percent of the \$8,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2018 totaled \$364,000.

RESOLUTION 6-4-19 (See Appendix B.)

- Procurements for More Than \$500,000 Preapprovals (Tabs 4a and 4b)

a. West Campus Parking Deck Repairs

A Request for Proposal for construction contracts for repairs of the West Campus Parking Deck, with an expected total project cost of \$1.7 million, had been issued during May 2019. Bids had been received on June 4, 2019. The proposed preapproval would authorize the Vice President for Finance and Administration/CFO to proceed with procurement of contracts, subject to review and approval as to legal form and sufficiency by the Office of General Counsel. The Vice President for Finance and Administration/CFO would report to the Board on the University decision for procurement of the West Campus Parking Deck repairs at a subsequent meeting.

RESOLUTION 6-5-19 (See Appendix B.)

b. Baseball Field Renovation and Field House Turf Replacement

A Request for Proposal for construction contracts for the baseball field renovation and field house turf replacement, with an expected total project cost of \$1.7 million, was expected to be issued in June 2019 with bids to be received on July 16, 2019. The proposed preapproval would authorize the Vice President for Finance and Administration/CFO to proceed with procurement of contracts, subject to review and approval as to legal form and sufficiency by the Office of General Counsel. The Vice President for Finance and Administration/CFO would report to the Board on the University decision for procurement of the baseball field renovation and field house turf replacement at a subsequent meeting.

RESOLUTION 6-6-19 (See Appendix B.)

- Renewal of Easement to Ohio Edison Company (Tab 5)

The proposal would renew a previously existing twenty-five year easement on behalf of The University of Akron to Ohio Edison Company, which had expired on September 14, 2014, for an additional twenty-five year term. The renewal would be subject to review and approval by the Office of General Counsel and the State of Ohio Department of Administrative Services.

RESOLUTION 6-7-19 (See Appendix B.)

- Tuition Waiver Renewals (Tabs 6a and 6b)

a. Continuation of RN-BSN Online Program Tuition Waiver and Program Pricing

The proposed action would authorize continuation of the online RN-BSN program effective July 1, 2019. As required by law, the University administration would obtain approval for the associated fee waiver from the Chancellor of the Ohio Department of Higher Education.

RESOLUTION 6-8-19 (See Appendix B.)

b. Continuation of Reduced Non-Ohio Resident Surcharge for Online Students

The proposed action would authorize continuation of a reduced non-Ohio resident surcharge of \$1 per credit hour for students enrolled in online courses beginning July 1, 2019 and continuing through any summer 2019 term that starts prior to June 30, 2021. As required by law, the University administration would obtain approval for the associated fee waiver from the Chancellor of the Ohio Department of Higher Education.

RESOLUTION 6-9-19 (See Appendix B.)

- Changes to Fiscal Year 2019-2020 Miscellaneous Fees (Tab 7)

The proposed changes had been requested by the College of Health Professions to various user fees associated with its Audiology and Speech Center.

RESOLUTION 6-10-19 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2018 through April 30, 2019 (Tab 8)

During July 1, 2018 through April 30, 2019, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$31,594,644.

RESOLUTION 6-11-19 (See Appendix B.)

- Purchases \$25,000 to \$500,000; P-Card Service Provider Transition (Tabs 9a and 9b)
INFORMATION ONLY
- Capital Projects Report (Tab 10) INFORMATION ONLY
- Information Technology Report (Tab 11) INFORMATION ONLY
- Advancement Report (Tab 12) INFORMATION ONLY
- University Communications and Marketing Report (Tab 13) INFORMATION ONLY
- Government Relations Report (TAB 14) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Curricular Changes (Tab 1)

Program Revision with Name Change:

Revise the program curriculum and change the name of the Master of Arts in English – Literature Track – Thesis Option to Master of Arts in English in the Buchtel College of Arts and Sciences, Department of English, proposal #18-25021

This proposal would revise the program curriculum to reduce credit requirements and enhance students' skills, and the name of the program would be changed to better reflect the interdisciplinary nature of the degree.

Revise the program curriculum and change the name of the Master of Arts Education Counseling – Marriage and Family to Master of Arts Counseling – Marriage and Family in the College of Health Professions, School of Counseling, proposal #18-22971

This proposal would revise the program curriculum to update and streamline the course offerings and change the name to reflect the program's previous move from the College of Education to the College of Health Professions to create consistency across school program titles.

Revise the program curriculum and change the name of the Bachelor of Business Administration in Marketing Management to the Bachelor of Business Administration in Marketing in the College of Business Administration, Department of Marketing, proposal #18-25034

This proposal would revise the program curriculum to streamline degree options and change the name of the program to better reflect the marketing profession.

Suspend Admissions:

Suspend admissions to the Minor in New Media in the Buchtel College of Arts and Sciences, Myers School of Art, proposal #19-25944

This proposal would temporarily suspend admissions in this minor program due to lack of qualified faculty available to teach.

Delete Program:

Delete the Bachelor of Business Administration in Integrated Marketing Communication in the College of Business Administration, Department of Marketing, proposal #18-25621

This proposal would eliminate the Bachelor of Business Administration in Integrated Marketing Communication due to low enrollment.

RESOLUTION 6-12-19 (See Appendix B.)

- Free Speech/Expression on Campus (Tab 2)

Interim President Green had presented the background of this proposal during his report earlier in the meeting.

RESOLUTION 6-13-19 (See Appendix B.)

ACTION: Demas motion on behalf of Committee, passed 8-0

- Esports Program Review (Tab 3) INFORMATION ONLY
- International Center Review (Tab 4) INFORMATION ONLY
- Enrollment Management Report (Tab 5) INFORMATION ONLY
- Research Report (Tab 6) INFORMATION ONLY
- Student Success Report (Tab 7) INFORMATION ONLY

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings held the previous week, and had been recommended for approval by the appropriate committee, which also had approved the items' addition to the consent agenda.

ACTION: Scala motion, Bauer second for approval of Resolutions 6-1-19 and 6-3-19 through 6-12-19, passed 8-0.

REPORT OF THE NOMINATING COMMITTEE

presented by Committee Chair Ciraldo

Dr. Ciraldo read the Nominating Committee's recommended slate of Board officers for 2019-2020.

RESOLUTION 6-14-19 (See Appendix B.)

ACTION: Ciraldo motion on behalf of Committee, passed 8-0

The newly elected officers—Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Alfred V. Ciraldo, Secretary M. Celeste Cook and Assistant Secretary John J. Reilly—were sworn in to office by Associate General Counsel Scott M. Campbell.

NEW BUSINESS

- Fiscal Year 2019-2020 General Fund, Auxiliary Funds and Sales Funds Budgets (Tab 1)

Mr. Mortimer said that the proposed budget is the culmination of many months of work and collaboration with the administrative and academic officers, particularly with the deans, vice presidents and auxiliary units. He highlighted the following points:

- Net revenue of approximately \$247 million was budgeted for the General Fund.
- Scholarships were categorized as a contra revenue instead of as an expenditure.

- Expenditure reductions had been sought leading in to the budget process and were applied where possible. Cost control remained a key consideration while the need for some strategic investments was recognized.
- Along with the collective bargaining agreement, a two-percent raise pool for the non-represented employees was included.
- A transfer from operating reserves of approximately \$11.5 million was anticipated.

RESOLUTION 6-15-19 (See Appendix B.)

ACTION: Ciraldo motion, Needles second, passed 8-0.

- Naming of the College of Business Administration Professional Development Center (Tab 2)

Ms. Cole read the proposed resolution to name The Anthony J. Alexander Professional Development Center building addition in the College of Business.

RESOLUTION 6-16-19 (See Appendix B.)

ACTION: Ciraldo motion, Adkins second, passed 8-0.

Mr. Alexander thanked the Board and praised all the contributors, adding that the University is integral to the community and a very special place.

- Expression of Appreciation to Student Trustee Joshua E. J. Thomas (Tab 3)

Mr. Gingo shared highlights from the proposed resolution formally thanking Student Trustee Thomas, whose two-year term on the Board would end on July 1, 2019, for fulfilling his duties.

RESOLUTION 6-17-19 (See Appendix B.)

ACTION: Bauer motion, Scala second, passed 8-0.

Mr. Thomas expressed his appreciation for the opportunity to serve and thanked the Board for their leadership and receptiveness to his contribution on behalf of the student voice on campus.

- Expression of Appreciation to Trustee Ralph J. Palmisano (Tab 4)

Mr. Gingo highlighted Mr. Palmisano's distinguished career and community involvement from the resolution formally thanking him for fulfilling his duties as a Trustee. His service on nearly every Board committee had included chairing the Finance & Administration Committee (2011-2017); the Strategic Issues Committee (2017-2019); and the Fiscal Policy and Investment Committee (2010-2011) during his term that began in 2010 and would end on July 1, 2019. In addition, the proposed resolution provided that an honorary Doctor of Laws degree be awarded to Mr. Palmisano, "in recognition of his valued leadership and service to The University of Akron and the community."

RESOLUTION 6-18-19 (See Appendix B.)

ACTION: Bauer motion, Ciraldo second, passed 8-0.

Mr. Palmisano expressed thanks to present and past members of the Board and to University colleagues. He reflected on his fond sentiments for Akron and the University, reiterating his longstanding belief that its strengths distinguish it from any other University in Ohio.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 12:08 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

APPENDIX A: OTHERS PRESENT

Dr. Matthew P. Akers, Public Liaison, Assistant Director, Ray C. Bliss Institute of Applied Politics

Scott M. Campbell, Associate General Counsel and Records Compliance Officer

Debra A. Gannon, Staff Employee Advisory Committee

Anne C. Hanson, Director, Community Relations and Engagement

Jeffrey S. Harwell, Sr. Graphic Designer, University Communications & Marketing

Sarah J. Kelly, Associate Vice President, Human Resources/CHRO

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Alan D. Parker, Contract Professional Advisory Committee

Samantha Pfeiffer, Featured Student

Jennifer Pignolet, Akron Beacon Journal

Heather N. Pollock, Visiting Assistant Professor of Instruction, Office of Academic Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Dr. Linda M. Saliga, Faculty Senate

Mark G. Stasitis, Assistant General Counsel

APPENDIX B: RESOLUTIONS

RESOLUTION 6-1-19: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of April 10, 2019 be approved.

RESOLUTION 6-2-19: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated June 12, 2019, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 6-3-19: Acceptance of the Investment Report for the Nine Months Ended March 31, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 12, 2019, accepting the Investment Report for the Nine Months Ended March 31, 2019, be approved.

RESOLUTION 6-4-19: Acceptance of the Financial Report for the Nine Months Ended March 31, 2019

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 12, 2019, accepting the Financial Report for the Nine Months Ended March 31, 2019, be approved

RESOLUTION 6-5-19: Pertaining to the Pre-authorization for Procurement of the West Campus Parking Deck Repairs

WHEREAS, University Rule 3359-3-01(E) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, The Vice President for Finance and Administration/CFO directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the West Campus Parking Deck repairs; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, issued a Request for Proposals during May 2019 to select a vendor to provide these services, with bids received on June 4, 2019; and

WHEREAS, The total project cost is expected to approximate \$1.7 million, of which a single vendor expenditure will approximate \$1.5 million; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of a Board meeting; and

APPENDIX B: RESOLUTIONS, Page 2

WHEREAS, University Rule 3359-3-01(E)(2)(h) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(E)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure contracts for the West Campus Parking Deck repairs, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/ CFO will report back to the Board of Trustees at an upcoming meeting regarding the University decision for the procurement of the West Campus Parking Deck repairs.

RESOLUTION 6-6-19: Pertaining to the Pre-authorization for Procurement of the West Campus Parking Deck Repairs

WHEREAS, University Rule 3359-3-01(E) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, The Vice President for Finance and Administration/CFO directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for the baseball field renovation and field house turf replacement; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals during June 2019 to select a vendor to provide these services. The bids will be received on July 16, 2019; and

WHEREAS, The total project cost is expected to approximate \$1.7 million, of which a single vendor expenditure will approximate \$1.5 million (baseball field renovation \$1.2 million and field house turf replacement \$300,000); and

WHEREAS, The scheduling and sequencing of the corresponding construction projects do not align with the schedule of a Board meeting; and

WHEREAS, University Rule 3359-3-01(E)(2)(h) requires that the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(E)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure contracts for the baseball field renovation and field house turf replacement, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/ CFO will report back to the Board of Trustees at an upcoming meeting regarding the University decision for the procurement of the baseball field renovation and field house turf replacement.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 6-7-19: Approval of the Renewal of Easement to Ohio Edison Company to Provide Electric Service to the University

WHEREAS, The State of Ohio, through its Department of Administrative Services (“DAS”) and on behalf of The University of Akron (“University”), in 1989 granted a twenty-five (25) year easement (the “Easement”) to Ohio Edison Company (“Ohio Edison”) to permit the installation, operation, maintenance and repair of underground electric facilities, including a transformer pad in the Easement area (along the vacated University Place, near its former intersection with Spicer Street); and

WHEREAS, The original Easement expired on September 14, 2014; and

WHEREAS, The parties have continued to operate in accordance with terms of the Easement following its expiration; and

WHEREAS, Ohio Edison desires to renew such Easement for an additional twenty-five (25) year term, expiring on May 31, 2044, including a payment to the University of five thousand three hundred eighteen and 15/100 dollars (\$5,318.15); and

WHEREAS, The University administration also desires to renew the Easement for the benefit of the University in its procurement of electric service. Now, Therefore,

BE IT RESOLVED, That the University agrees to grant to Ohio Edison an Easement to install, operate, maintain and repair underground electric facilities, including a transformer pad, for a term of twenty-five (25) years and for the benefit of the University, subject to review and approval by the University’s Office of General Counsel and DAS.

RESOLUTION 6-8-19: Continuation of RN-BSN Online Program Tuition Waiver and Program Pricing

WHEREAS, The University of Akron’s Board of Trustees approved resolutions 4-4-15 and 8-16-17 authorizing and requesting the Chancellor’s approval of a waiver of standard tuition and fee rates; and

WHEREAS, That tuition waiver was approved by the Chancellor through Directives 2015-034 and 2017-089; and

WHEREAS, The College of Health Professions seeks to continue to price the online RN- BSN program at \$8,940 with authorization to offer up to a \$2,000 scholarship per student for Ohio RNs only; and

WHEREAS, §375.30.30 of Am. Sub. H.B. 119 of the 127th General Assembly requires any waiver of tuition for a student or class of student not otherwise permitted by law at a state-assisted institution of higher education to be approved by the Chancellor of the Ohio Department of Higher Education; Now, Therefore,

APPENDIX B: RESOLUTIONS, Page 4

BE IT RESOLVED, That the price for the online RN-BSN program will continue effective July 1, 2019; and

BE IT FURTHER RESOLVED, That, as required by law, the administration will request approval from the Chancellor of the Ohio Department of Higher Education for the associated fee waiver.

RESOLUTION 6-9-19: Continuation of Reduced Non-Ohio Resident Surcharge for Online Students

WHEREAS, The University of Akron's Board of Trustees approved resolutions 6-16-15 and 8-15-17 authorizing and requesting the Chancellor's approval of the continuation of a waiver that reduced the non-Ohio resident surcharge for students enrolled in online courses to \$1 per credit hour; and

WHEREAS, That tuition waiver was approved by the Chancellor through Directives 2015-047 and 2017-088; and

WHEREAS, The University desires to continue to charge the reduced non-Ohio resident surcharge of \$1 per credit hour for students enrolled in online courses; and

WHEREAS, The administration anticipates that the ongoing fee reduction will impact approximately 700 students per year in which the waiver is in effect; and

WHEREAS, §375.30.30 of Am. Sub. H.B. 119 of the 127th General Assembly requires any waiver of tuition for a student or class of student not otherwise permitted by law at a state-assisted institution of higher education to be approved by the Chancellor of the Ohio Department of Higher Education; Now, Therefore,

BE IT RESOLVED, That the administration of The University of Akron is authorized to continue to offer a reduced non-Ohio resident surcharge of \$1 per credit hour for students enrolled in online courses beginning July 1, 2019 and continuing through any term that starts prior to June 30, 2021; and

BE IT FURTHER RESOLVED, That the administration will request approval from the Chancellor of the Ohio Department of Higher Education for the associated fee waiver as required by law.

RESOLUTION 6-10-19: Acceptance of Fiscal Year 2019-2020 Miscellaneous Rate Changes

WHEREAS, The University of Akron (the "University") desires to change certain miscellaneous fees for Fiscal Year 2019-2020; and

WHEREAS, The changes are reflected in the accompanying Exhibit A¹; Now, Therefore,

BE IT RESOLVED, That the miscellaneous rate changes be approved.

¹ Exhibit A of Resolution 6-10-19 is included in these minutes as Appendix C.

APPENDIX B: RESOLUTIONS, Page 5

RESOLUTION 6-11-19: Acceptance of Gift Income Report for July 2018 through April 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on June 12, 2019, pertaining to acceptance of the Gift Income Report for July 2018 through April 2019, be approved.

RESOLUTION 6-12-19: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on June 12, 2019 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Revise the curriculum and change the name of the Master of Arts in English – Literature Track – Thesis Option to Master of Arts in English in the Buchtel College of Arts and Sciences, Department of English
- Revise the curriculum and change the name of the Master of Arts Education Counseling – Marriage and Family to the Master of Arts Counseling – Marriage and Family in the College of Health Professions, School of Counseling
- Revise the curriculum and change the name of the Bachelor of Business Administration in Marketing Management to the Bachelor of Business Administration in Marketing in the College of Business Administration, Department of Marketing
- Suspend admissions to the Minor in New Media in the Buchtel College of Arts and Sciences, Myers School of Art
- Delete the Bachelor of Business Administration in Integrated Marketing Communication in the College of Business Administration, Department of Marketing

RESOLUTION 6-13-19: Pertaining to Free Speech/Expression on Campus

WHEREAS, There have been multiple events on university campuses, and especially, political speakers and demonstrators who have made visits to such campuses over the past several years, which have raised questions about the status of free speech on American university campuses; and

WHEREAS, The free speech policy statement produced by the Committee for Freedom of Expression at the University of Chicago has become a model for many universities' affirmation of free speech and academic freedom across the country since its publication in 2015; and

WHEREAS, The Chicago Statement¹ has been adopted or endorsed by a large number of faculty bodies and institutions across the United States; and

WHEREAS, Faculty Senate adopted a Resolution on April 4, 2019 (the "Resolution") regarding Free Speech/Expression on Campus and forwarded the Resolution to Interim President John Green ("Interim President Green") for a consideration and response; and

APPENDIX B: RESOLUTIONS, Page 6

WHEREAS, Interim President Green forwarded the Resolution to the Office of General Counsel, which reviewed and approved the Resolution as to legal form and sufficiency; and

WHEREAS, Interim President Green also forwarded the Resolution to the Office of Academic Affairs, which sent the Resolution to University Council for its consideration and response; and

WHEREAS, The University Council endorsed the Resolution by unanimous vote at its meeting on May 28, 2019; and

WHEREAS, Interim President Green now has forwarded the Resolution for consideration by The University of Akron (the “University”) Board of Trustees (the “Board”); and

WHEREAS, The Board firmly supports academic freedom and free speech on campus and has incorporated those ideals in to University Rule 3359-44-01 and in Article 9, “Academic Freedom, Rights, and Responsibilities” in the collective bargaining agreement between the University and the Akron Chapter of the American Association of University Professors; and

WHEREAS, The Board agrees with the ideals expressed in the Resolution; Now, Therefore,

BE IT RESOLVED, That the Board endorses the following statement on freedom of expression, adapted from the University of Chicago statement:

“Because the University of Akron is committed to free and open inquiry in all matters, it guarantees all members of the University community the broadest possible latitude to speak, write, listen, challenge, and learn. Except insofar as limitations on that freedom are necessary to the functioning of the University, the University of Akron fully respects and supports the freedom of all members of the University community to discuss any problem that presents itself.

Of course, the ideas of different members of the collegiate community will often and quite naturally conflict. But it is not the proper role of the University to attempt to shield individuals from ideas and opinions they find unwelcome, disagreeable, or even deeply offensive. Although the University greatly values civility, and although all members of the University community share in the responsibility for maintaining a climate of mutual respect, concerns about civility and mutual respect can never be used as a justification for closing off discussion of ideas, however offensive or disagreeable those ideas may be to some members of our community.

The University of Akron may restrict expression that: violates the law, falsely defames a specific individual, constitutes a genuine threat or harassment, unjustifiably invades substantial privacy or confidentiality interests, or is otherwise directly incompatible with the University’s functioning. The University of Akron should retain the commensurate right to regulate reasonably the time, place, and manner of expression to ensure that it does not disrupt any ordinary university activities. But these regulations and exceptions cannot ever compromise the institution’s commitment to a completely free and open discussion of ideas.

As a corollary to the University of Akron’s commitment to protect and promote free expression, communities associated with the University of Akron must also act in conformity with the principle of free expression. Although members of the University community are free to criticize and contest the views expressed on campuses, and to criticize and contest speakers who are invited

APPENDIX B: RESOLUTIONS, Page 7

to express their views on campuses, they may not obstruct or otherwise interfere with the freedom of others to express views they reject or even loathe. To this end, universities have a solemn responsibility not only to promote a lively and fearless freedom of debate and deliberation, but also to protect that freedom when others attempt to restrict it.”

RESOLUTION 6-14-19: Pertaining to Election of Officers of the Board of Trustees for 2019-2020

BE IT RESOLVED, That the recommendation presented by the Nominating Committee on June 12, 2019, to elect the following slate of officers for The University of Akron’s Board of Trustees for 2019-2020, be approved.

Chair:	Joseph M. Gingo
Vice Chair:	Olivia P. Demas
Vice Chair:	Alfred V. Ciraldo, M.D.
Secretary:	M. Celeste Cook
Assistant Secretary:	John J. Reilly

RESOLUTION 6-15-19: Pertaining to the Approval of the Fiscal Year 2019-2020 General Fund, Auxiliary Funds, and Sales Funds Budgets

WHEREAS, The Vice President for Finance and Administration/CFO submitted the Fiscal Year 2019-2020 General Fund, Auxiliary Funds, and Sales Funds Budgets and presented those budgets to the Board of Trustees for its consideration and approval; Now, Therefore,

BE IT RESOLVED, That the Fiscal Year 2019-2020 General Fund, Auxiliary Funds, and Sales Funds Budgets, are approved.

RESOLUTION 6-16-19: Pertaining to the Naming of The Anthony J. Alexander Professional Development Center

WHEREAS, Anthony J. Alexander is an alumnus of The University of Akron, having earned a Bachelor of Science degree in Accounting in 1972 and a Juris Doctor in 1975; and

WHEREAS, Anthony J. Alexander has provided unwavering leadership and support to his alma mater, serving as an Advisory Trustee to the University’s Board of Trustees and as an executive-in-residence for the College of Business Administration; and

WHEREAS, Anthony J. Alexander received an Alumni Honor Award from the University in 2000, the Dr. Frank L. Simonetti Distinguished Business Alumni Award in 2002, the Outstanding Law Alumni Award in 2008, and was awarded an honorary doctorate from the University in 2009; and

WHEREAS, Anthony J. Alexander has provided personal financial support to the University since 1985, including the lead gift to the College of Business Administration’s Professional Development Center addition; and

APPENDIX B: RESOLUTIONS, Page 8

WHEREAS, Anthony J. Alexander has been a champion for corporate support from FirstEnergy Foundation and FirstEnergy Corp., at which he served in executive leadership roles, including as president and CEO, until his retirement in 2015; and

WHEREAS, The College of Business Administration's Professional Development Center will be home to EDGE (Exploring Degree Goals and Experiences), the College's professional development program; Now, Therefore,

BE IT RESOLVED, That The University of Akron College of Business Administration's building addition be named the Anthony J. Alexander Professional Development Center in honor of Anthony J. Alexander's support for the Center and his leadership for the College of Business Administration and the University.

RESOLUTION 6-17-19: Expression of Appreciation to Student Trustee Joshua E. J. Thomas

WHEREAS, Mr. Joshua E. J. Thomas, a Cuyahoga Falls resident and honorable veteran of the United States Air Force, was appointed to the Board of Trustees of The University of Akron by Governor John Kasich on July 14, 2017; and

WHEREAS, He has served the University on a number of Board committees, including the Academic Issues & Student Success Committee (2017-2019) of which he also was vice chair from 2018-2019, and as a member of the Finance & Administration and the Rules Committees (2017-2019), and the Strategic Issues, Safety & Facilities, and Presidential Advisory & Screening Committees (2018-2019); and

WHEREAS, In addition to representing the student body effectively on the Board, Mr. Thomas also lent his considerable talents to his alma mater by serving on the National Alumni Board, and the UA Sesquicentennial Steering Committee (2018-2019); and

WHEREAS, Mr. Thomas has provided leadership to, and involvement in, numerous campus organizations, including Campus Focus, the National Society of Black Engineers, the College of Engineering's Dean Team, the IDEAs Program, Engineering Student Council, the American Society of Civil Engineers and The University of Akron Steel Bridge Team; and

WHEREAS, Mr. Thomas is a two-time alumnus of The University of Akron, having received a Bachelor of Science degree in Civil Engineering in 2017, and a Master of Science degree in Civil Engineering in May 2019; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2019; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Joshua E. J. Thomas for fulfilling his duties as a Student Trustee and wishes him well for the future.

APPENDIX B: RESOLUTIONS, Page 9

RESOLUTION 6-18-19: Expression of Appreciation to Trustee Ralph J. Palmisano

WHEREAS, Mr. Ralph J. Palmisano was appointed to the Board of Trustees of The University of Akron by Governor Ted Strickland in 2010; and

WHEREAS, Mr. Palmisano is an Akron native who graduated from Akron North High School and earned a Bachelor of Arts degree in Education from The University of Akron in 1970 and a Juris Doctor degree from the Cleveland-Marshall College of Law in 1973; and

WHEREAS, Mr. Palmisano practiced law in Cleveland for ten years after his admission to the bar, then moved his practice to Akron in 1983; and

WHEREAS, He has served the Board and the University well, chairing the Finance & Administration Committee (2011-2017), the Strategic Issues Committee (2017-2019), and the Finance, Fiscal Policy and Investment Committee (2010-2011); and served as a member of the Presidential Advisory & Screening Committee (2018-2019); Safety & Facilities Special Committee (2018-2019); Audit & Compliance Committee (2014-2019); Nominating Committee (2017-2018); Personnel & Compensation Committee (2011-2017); Academic Issues & Student Success Committee (2013-2016); Strategic Issues Committee (2011-2014); Rules Committee (2011-2013); Educational Policy & Student Affairs Committee (2010-2011); External Affairs Committee (2010-2011); Facilities Planning & Oversight Committee (2010-2011); and Trusteeship Committee ((2010-2011); and served on the Board of The University of Akron Research Foundation (2013-2019); and

WHEREAS, Since his days as a member of the Lone Star Fraternity at The University of Akron, Mr. Palmisano has been an active and committed member in civic and social organizations in the region, serving on the boards of the Akron City Club, the Community Hall Foundation of the Akron Civic Theatre where he also served as president, the Downtown Akron Partnership, the Revere Gridiron Club, and the Revere Youth Football Association; and

WHEREAS, Mr. Palmisano has honored his Italian heritage through his membership and participation in the Italian American Professional Businessman's Association and numerous other activities in the Italian American community of Akron; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2019; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Ralph J. Palmisano for fulfilling his duties to the Board and its constituents, and wishes him, his wife Barbara, and their family good health and good fortune in the years ahead; and,

BE IT FURTHER RESOLVED, That an honorary Doctor of Laws degree be awarded to Mr. Palmisano in recognition of his valued leadership and service to The University of Akron and the community.

**APPENDIX C: EXHIBIT A OF RESOLUTION 6-10-19
THE UNIVERSITY OF AKRON
FY2019-2020 RATE CHANGES – Miscellaneous Fees**

Speech Language Pathology Patient Rate Changes:

- 92523: Evaluation of speech sound production (e.g., articulation, phonological process, apraxia, dysarthria) with evaluation of language comprehension and expression (e.g., receptive and expressive language).
 - Increase to \$200 from \$125 per visit
- 92507: Treatment of speech, language, voice, communication, and/or auditory processing disorder.
 - Increase to \$80 from \$70 per visit
- 92526: Treatment of swallowing dysfunction and/or oral function for feeding
 - Increase to \$90 from \$65 per visit
- 92610: Evaluation of oral and pharyngeal swallowing function.
 - Decrease from \$200 to \$90 per visit
- 96105: Assessment of aphasia (includes assessment of expressive and receptive speech and language function, language comprehension, speech production ability, reading, spelling, writing, e.g., by Boston Diagnostic Aphasia Examination) with interpretation and report.
 - Increase to \$110 from \$75 per hour
- G0451 formerly CPT 96110: Developmental testing, with interpretation and report, per standardized instrument form.
 - Decrease to \$10 from \$20 per visit
- G0515 formerly CPT 97532: Development of cognitive skills to improve attention, memory, problem solving (includes compensatory training), direct (one-on-one) patient contact by the provider, each 15 minutes.
 - Increase to \$30 from \$20 per 15 minutes

APPENDIX D: REPORT OF THE INTERIM PRESIDENT

Budget

During the past academic year, all University units participated in the development of a comprehensive and inclusive Three-Year Action Plan. This was the first step toward developing a long-range strategic plan. The plan is intended to align University resources with our priorities, especially the top priorities of **Increasing Success of Our Students, and Emphasizing Academic Distinctiveness**.

It was understood from the beginning of the planning process that the action plan would be used to guide the preparation of the 2019-2020 University Budget. Today I am pleased to report that we achieved this goal, with the active involvement and cooperation of the deans and vice presidents, and in consultation with the University Council.

Later this morning, Chief Financial Officer Nathan Mortimer will give a presentation on this budget. In all candor, this is a challenging budget characterized by tough choices. As promised, all elements of the University participated in these tough decisions. This budget takes a large step toward stable and sustainable university finances.

As part of this plan, we will continue to invest in key faculty positions, and conduct dean searches to solidify the leadership in our colleges of business, education and health professions.

As this Board considers the adoption of the budget proposals, I would remind everyone that this is a continuing process, an annual exercise of shared governance, assessment and priority setting. This fall we will continue this shared governance process, as we collectively and collaboratively revise the action plan to maintain its alignment with the priorities of the institution.

This budget that is being considered today is a point on a continuum. The Action Plan informed our budget decisions, and the budget will produce results that enable us to further refine the action plan. This continuing process will enable us to focus plans, adjust to changes in circumstances, and move our institution ahead in the years to come.

Free Speech Resolution

At this time I want to congratulate the Faculty Senate, University Council and this Board on supporting a resolution affirming the policy statement of the Committee for Freedom of Expression at the University of Chicago. This model has been adopted by universities around the country to affirm free speech and academic freedom.

There are two aspects of this topic that I would like to highlight.

The first is that this is a faculty-initiated action that demonstrates our strong support for the constitutional right to free speech, and for our institutional culture and policy of academic freedom.

The second point is more subtle, but equally important.

APPENDIX D: REPORT OF THE INTERIM PRESIDENT, Page 2

Some wonder if this action is necessary since our campus has not experienced the kind of challenges to free speech or academic freedom that have occurred at other places across the country.

I believe the comparative calm on our campus speaks highly of the character of University of Akron students, faculty and staff. Many of them, I assure you, are passionate in their beliefs concerning politics, social justice and related issues. But they also seem grounded in an understanding and appreciation of the importance of free speech for all.

I am grateful and proud to be associated with students and colleagues who are so committed to this great principle that they ensured its preservation on our campus with the promotion and passage of this resolution.

Career Placement

An interesting statistic has come to light that I would like to share with you.

Graduation rates are often cited as a measure of a University's effectiveness. But, an equally and perhaps far more practical measure is what happens to our graduates after they pack away their caps and gowns. According to surveys conducted by the Office of Career Services, **92 percent** of our 2018 graduates found employment or continued their education within six months of graduation.

Let me repeat that figure: **92 percent**. That is better than nine out of ten of our graduates being employed or continuing their education six months after graduation. That is a three-percentage-point increase over the previous year. It also is well above the national rate of 81 percent job placement six months after graduation.

These statistics, perhaps more than any other, are a fine testament to the quality of our graduates, and the education delivered by our faculty.

Residence Life Award

I also want to share my congratulations to Dr. John Messina and his colleagues in the Office of Student Affairs, and the student leaders who work in residential life.

The University of Akron was named the 2019 National School of the Year by the National Association of College and University Residence Halls at its national conference last month. This is the third time that The University of Akron has won this honor, with previous accolades coming in 2000 and 1992. The award recognizes outstanding campus achievements by a residence hall organization and its affiliate groups, as well as contributions on a regional and national level to the organization. Other national nominees were Columbia University, New York University and North Carolina State. To be listed among such company is an honor in itself, and to be chosen as the best among them is indeed a great achievement.

APPENDIX D: REPORT OF THE INTERIM PRESIDENT, Page 3

Ohio Highway Patrol

I, along with Board Chair Gingo and Trustee Adkins, had the pleasure of being part of yesterday's welcoming ceremony for the Ohio State Highway Patrol post on our campus, located on Fir Hill Drive. It was wonderful to have Thomas Stickrath, the director of the Ohio Department of Public Safety, OSHP Colonel Richard Fambro and Summit County Executive Ilene Shapiro at the ceremony as well.

Having the Highway Patrol located in a building on our campus is unique in the State of Ohio, and the partnership provides benefits to the campus, the city and the county in terms of safety and protection for the entire community. Special thanks to Nathan Mortimer for his leadership in coordinating this valuable arrangement.

Conclusion

In conclusion, Mr. Chairman, I would like to invite Ms. Heather Pollock, our education abroad coordinator, to come forward and give a presentation on the University's study abroad program.

- Presentation: Education Abroad

Ms. Pollock presented on the University's study abroad offerings, including the program's history, educational goals and progress

APPENDIX E: INTRODUCTION - FEATURED STUDENT

SAMANTHA PFEIFFER

Samantha Pfeiffer is a University of Akron doctoral candidate seeking a Doctor of Philosophy degree in Counselor Education and Supervision from The School of Counseling.

She holds a Master of Arts Degree in Clinical Mental Health Counseling from UA and a Bachelor of Arts Degree from the University of Iowa. She is in her fourth year in her program and will complete her doctoral internship at Ursuline College. She also serves as an adjunct faculty member in the School of Counseling teaching master's level courses.

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
PRESIDENTIAL SEARCH COMMITTEE**

Meeting Minutes

Monday, June 17, 2019

Falls Library Room, Sheraton Suites, Cuyahoga Falls

Board of Trustees Presidential Search Committee Members Present:

Roland H. Bauer, Committee Chair

Lewis W. Adkins, Jr.

Cindy P. Crotty

Olivia P. Demas*

Joseph M. Gingo

Thomas F. Needles

William A. Scala

Andrew M. Adolph

Joshua E. J. Thomas

Anthony J. Alexander

Dr. David W. James

*Arrived at 7:39 a.m.

Other Presidential Search Committee Members Present:

Dr. Philip A. Allen, University Council

Anthony P. Colucci III, Contract Professional Advisory Committee

Michele A. Novachek, Staff Employee Advisory Committee

Dr. Linda M. Saliga, Faculty Senate

Dr. Pam Schulze, Akron AAUP

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Others Present:

John K. Thornburgh, Witt/Kieffer

MEETING OF THE PRESIDENTIAL SEARCH COMMITTEE

Mr. Bauer called the meeting to order at 7:34 a.m. The Committee included non-voting members of the Board of Trustees and, pursuant to University Rule 3359-1-05, non-trustee elected leaders of key University constituency groups. The Committee adjourned into executive session on a 6-0 vote for the stated purpose of considering the appointment or employment of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 4:50 p.m. on a vote of 7-0.

ACTION: Meeting adjourned by consensus at 4:50 p.m.

Roland H. Bauer
Chair, Presidential Search Committee

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
PRESIDENTIAL SEARCH COMMITTEE**

Meeting Minutes

Tuesday, June 18, 2019

Falls Library Room, Sheraton Suites, Cuyahoga Falls

Board of Trustees Presidential Search Committee Members Present:

Roland H. Bauer, Committee Chair

Lewis W. Adkins, Jr.

Cindy P. Crotty

Olivia P. Demas

Joseph M. Gingo

Thomas F. Needles

William A. Scala

Andrew M. Adolph

Joshua E. J. Thomas

Anthony J. Alexander

Dr. David W. James

Other Presidential Search Committee Members Present:

Dr. Philip A. Allen, University Council

Anthony P. Colucci III, Contract Professional Advisory Committee

Michele A. Novachek, Staff Employee Advisory Committee

Dr. Linda M. Saliga, Faculty Senate

Dr. Pam Schulze, Akron AAUP

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

Others Present:

John K. Thornburgh, Witt/Kieffer

MEETING OF THE PRESIDENTIAL SEARCH COMMITTEE

Mr. Bauer called the meeting to order at 10:25 a.m. The Committee included non-voting members of the Board of Trustees and, pursuant to University Rule 3359-1-05, non-trustee elected leaders of key University constituency groups. The Committee adjourned into executive session on a 7-0 vote for the stated purpose of considering the appointment or employment of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 6:10 p.m. on a vote of 7-0.

ACTION: Meeting adjourned by consensus at 6:10 p.m.

Roland H. Bauer
Chair, Presidential Search Committee

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Wednesday, July 10, 2019
Falls Library Room, Sheraton Suites, Cuyahoga Falls

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.**	Thomas F. Needles
Olivia P. Demas, Vice Chair*	Roland H. Bauer	William A. Scala
Alfred V. Ciraldo, M.D., Vice Chair	Michael J. Dowling	

*Joined meeting at 1:40 p.m.

**Joined meeting at 1:36 p.m.

Student Trustees Present:

Andrew M. Adolph
Taylor A. Bennington

Advisory Trustees Present:

Anthony J. Alexander
Dr. David W. James

Staff Officer of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 1:30 p.m., and the Board adjourned into executive session on a 6-0 vote for the stated purposes of considering the appointment, employment or compensation of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 3:55 p.m. on an 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 3:55 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Friday, July 12, 2019
Falls Library Room, Sheraton Suites, Cuyahoga Falls

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Alfred V. Ciraldo, M.D., Vice Chair	Roland H. Bauer	Thomas F. Needles
	Cindy P. Crotty	William A. Scala

Student Trustees Present:

Andrew M. Adolph
Taylor A. Bennington

Advisory Trustee Present:

Anthony J. Alexander

Staff Officer of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 1:31 p.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of considering the appointment, employment or compensation of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 3:55 p.m. on an 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 3:55 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Tuesday, July 16, 2019
Falls Library Room, Sheraton Suites, Cuyahoga Falls

Board Members Present:

Joseph M. Gingo, Chair

Olivia P. Demas, Vice Chair

Alfred V. Ciraldo, M.D., Vice Chair

Lewis W. Adkins, Jr.*

Roland H. Bauer

Cindy P. Crotty

Michael J. Dowling

Thomas F. Needles**

William A. Scala

*Left meeting at 2:15 p.m.

**Joined meeting at 1:38 p.m.

Student Trustees Present:

Andrew M. Adolph

Taylor A. Bennington

Advisory Trustee Present:

Dr. David W. James

Staff Officer of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 1:32 p.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of considering the appointment, employment or compensation of a public employee pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 3:40 p.m. on an 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 3:40 p.m.

Joseph M. Gingo

Chair, Board of Trustees

M. Celeste Cook

Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
Tuesday, July 30, 2019
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair	Lewis W. Adkins, Jr.	Michael J. Dowling
Olivia P. Demas, Vice Chair	Roland H. Bauer	William A. Scala
Alfred V. Ciraldo, M.D., Vice Chair	Cindy P. Crotty*	

*Joined meeting at 2:07 p.m.

Student Trustees Present:

Andrew M. Adolph
Taylor A. Bennington

Advisory Trustees Present:

Anthony J. Alexander
Dr. David W. James

Staff Officer of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

Administrative Officers Present:

Kimberly M. Cole, Vice President, Development
Wayne R. Hill, Vice President, Chief Communication and Marketing Officer**
Jolene A. Lane, Chief Diversity Officer/Vice President, Inclusion and Equity
Dr. John A. Messina, Vice President, Student Affairs
Dr. Chand Midha, Interim Executive Vice President/Chief Academic Officer
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer**
Dr. Rex D. Ramsier, Executive Vice President/Chief Administrative Officer
Lawrence R. Williams, II, Director, Athletics

**Via teleconference

Constituency Leaders Present:

Dr. Philip A. Allen, University Council
Taylor A. Bennington, Student Leadership***
Anthony P. Colucci III, Contract Professional Advisory Committee
Michele A. Novachek, Staff Employee Advisory Committee
Dr. Linda M. Saliga, Faculty Senate
Dr. Pam Schulze, Akron AAUP

***In addition to Student Trustee role

Others Present:

John K. Thornburgh, Witt/Kieffer Executive Search

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 1:30 p.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of considering the appointment, employment or compensation of public employees pursuant to O.R.C. 121.22(G)(1). The meeting returned to public session at 5:25 p.m. on a 9-0 vote.

ADJOURNMENT

Mr. Gingo said that the next regular meeting of the Board of Trustees will take place on Wednesday, August 14, 2019. An executive session would begin at 7:30 or 8 a.m. Committee meetings would take place on Friday, August 9.

ACTION: Meeting adjourned at 5:25 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Special Board meeting of April 17; the Presidential Search Committee meeting of June 7; the Board of Trustees meeting of June 12; the Presidential Search Committee meetings of June 17 and 18; and the Special Board meetings of July 10, 12, 16 and 30, 2019 be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

August 14, 2019
Board Meeting

Presiding:
William A. Scala

1	Personnel Actions
2	*Procurements for More than \$500,000
3	Naming Opportunities: *a) The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy *b) The Joseph C. '76 and Carrie J. Hete Technology Common
4	*Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2019
	For Information Only:
5	Purchases a) \$25,000 to \$500,000 b) More than \$500,000 with prior approval
6	Capital Projects Report
7	Information Technology Report
8	Advancement Report
9	University Communications and Marketing Report
10	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3a, 3b, 4

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT FOR EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS
EMPLOYEE PERSONNEL ACTIONS ADDENDUM
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES

In accordance with resolution 6-67, adopted July 12, 1967, routine personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

August 14, 2019

Human Resources

Summary Report of Personnel Actions for Board of Trustees

August 14, 2019

The following information is provided to summarize significant personnel actions contained in the employee personnel actions report and addendum:

Separations – 40

Resignations 18 Total – 14 Faculty and 4 Contract Professionals

Retirements 21 Total – 20 Faculty and 1 Staff

Deceased - Holda, James, Associate Professor, Biology, Buchtel College of Arts and Sciences

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in their same position for a period of one year at a reduced salary of 80 percent.

There is one notice of intent to seek a retire rehire to report:

- Schuller, Gary, Professor, Survey and Mapping Technology, College of Applied Science and Technology

At this time, there are three approved retire/rehire agreements in place.

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There are three personnel actions subject to university rule 3359-9-01 to report:

- Groce, John, Head Men's Basketball Coach, Office of Athletics- supplemental compensation per employment contract
- Mahabadi, Nariman, Assistant Professor, Civil Engineering- start-up funds for research totaling \$450,000

- Mitchel, Dennis, Head Men's and Women's Track Coach, Office of Athletics – bonuses for team and individual accomplishments during outdoor track season per employment contract

Significant Personnel Actions to Note

There are three personnel actions for coaches in the Office of Athletics that provide for ongoing adjustments to base salary in accordance with employment contracts.

- Coppinger, Ger, Assistant Men's Soccer Coach – adjustment to base salary per Head Coach employment contract
- Groce, John, Head Men's Basketball Coach – adjustment to base salary per employment contract
- Nanchoff, Michael, Assistant Men's Soccer Coach – adjustment to base salary per Head Coach employment contract

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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EMPLOYEE PERSONNEL ACTIONS

Office of Athletics

Appointment/Reappointment

Embick, Jared R.	Head Men's Soccer Coach/Office of Athletics/Contract Professional	07/01/19 06/30/20	\$6,000.00 12 mo	Temporary additional compensation for club membership per employment contract
Groce, John	Head Men's Basketball Coach/Office of Athletics/Contract Professional	09/29/19 12/30/19 03/30/20 06/29/20	\$62,500.00 one time payment \$62,500.00 one time payment \$62,500.00 one time payment \$62,500.00 one time payment	Supplemental compensation per employment contract Supplemental compensation per employment contract Supplemental compensation per employment contract Supplemental compensation per employment contract
Hammond, Paul A.	Associate Athletics Director, Facilities & Operations/Office of Athletics/Contract Professional	05/22/19 06/08/19	\$100.00 one time payment \$100.00 one time payment	Payment for working as a ticket seller at the OHSAA Girls' Softball Tournament Payment for working as a ticket seller for AA Founders Day weekend
Jackson, Melissa B.	Head Women's Basketball Coach/Office of Athletics/Contract Professional	07/01/19 06/30/20	\$6,000.00 12 mo	Temporary additional compensation for club membership per employment contract
Jones, Julie A.	Head Women's Softball Coach/Office of Athletics/Contract Professional	05/22/19	\$6,000.00 one time payment	Payment for working Zips softball camps and clinics
Juravich, Matthew	Assistant Professor, Sport Science & Wellness Education; Faculty Athletics Representative/Office of Athletics/Faculty (BUF)	06/29/19	\$708.33 one time payment	Payment for Faculty Athletics Representative duties for June 2019

08/14/2019

1

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mitchell, Dennis W.	Head Men/Women's Track Coach/Office of Athletics/Contract Professional	06/11/19	\$18,821.16 one time payment	Payment for winning men's MAC outdoor track championship (\$5,410.58); winning women's MAC outdoor track championship (\$5,410.58); 2 NCAA individual top 8 finishers in outdoor track (\$5,000.00); MAC coach of the year for women's outdoor track (\$1,500.00); MAC coach of the year for men's outdoor track (\$1,500.00) per employment contract

Change

Coppinger, Ger	Assistant Men's Soccer Coach; First Assistant/Office of Athletics/Contract Professional	07/01/19	\$100,000.00 12 mo	Salary adjustment from \$92,700.00/12 mo per employment contract
Groce, John	Head Men's Basketball Coach/Office of Athletics/Contract Professional	07/01/19	\$400,000.00 12 mo	Salary adjustment from \$350,000.00/12 mo per employment contract
Herlihy, Noreen	Head Women's Soccer Coach/Office of Athletics/Contract Professional	07/01/19	\$81,953.00 12 mo	Salary adjustment from \$79,568.00/12 mo per employment contract
Jones, Julie A.	Head Women's Softball Coach/Office of Athletics/Contract Professional	07/01/19	\$85,731.00 12 mo	Salary adjustment from \$83,234.00/12 mo per employment contract
Nanchoff, Michael J.	Assistant Men's Soccer Coach; Second Assistant/Office of Athletics/Contract Professional	07/01/19	\$75,000.00 12 mo	Salary adjustment from \$55,000.00/12 mo per employment contract
Peresie, Brian	Head Women's Swimming & Diving Coach/Office of Athletics/Contract Professional	07/01/19	\$106,090.00 12 mo	Salary adjustment from \$103,000.00/12 mo per employment contract

Separation

Jones, Julie A.	Head Women's Softball Coach/Office of Athletics/Contract Professional	08/31/19	\$85,731.00 12 mo	Resignation
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Office of Academic Affairs

Appointment/Reappointment

Biddinger, Mary	Professor, English/University Press/Faculty (BUF)	04/15/19	\$4,361.00 one time payment	Payment for review of 623 Poetry Prize manuscripts per series editor contract
Bolton, Philathia	Instructor AAP/Academic Achievement Programs/Staff	06/12/19 07/26/19	\$20.00 hourly	Temporary reappointment

08/14/2019

2

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Hubert, Douglas G.	Instructor AAP/Academic Achievement Programs/Staff	06/12/19 07/26/19	\$22.00 hourly	Temporary reappointment
Kandray, Daniel E.	Lecturer/UA Solutions/Faculty	05/26/19 08/04/19	\$9,000.00 for the period	Payment for summer teaching
Kent, Mark	Lecturer/UA Solutions/Faculty	04/28/19 06/02/19	\$870.00 for the period	Payment for summer teaching
Kropff, Janet S.	Lecturer/UA Solutions/Faculty	06/02/19 06/22/19	\$6,120.00 for the period	Payment for summer teaching
Nelson, Lance D.	Instructor AAP/Academic Achievement Programs/Staff	06/12/19 07/26/19	\$20.00 hourly	Temporary appointment
Nicholas, John B.	Lecturer/UA Solutions/Faculty	07/07/19 08/03/19	\$8,160.00 for the period	Payment for summer teaching
<u>Change</u>				
Suspitsyn, Dmitry	Director, Institutional Research/Institutional Research/Contract Professional	08/01/19	\$80,000.00 12 mo	Rescind appointment approved at the June 12, 2019 meeting of the Board of Trustees
<u>Separation</u>				
Baker, David B.	Margaret Clark Morgan Executive Director, Center for the History of Psychology; Professor, Psychology/Psychology Archives/Faculty	05/31/20	\$170,544.00 12 mo	Retirement; participating in Voluntary Separation or Retirement Program
Brandenstein, Pamela	Business Analyst Senior - Institutional Research/Institutional Research/Contract Professional	06/30/19	\$75,942.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Division of Student Success				
<u>Change</u>				
Olson, Alma E.	Nurse Practitioner, Health Services/Health Services/Contract Professional	08/01/19	\$92,310.00 12 mo	Job reclassification via reorganization; salary adjustment from \$99,807.00/12 mo; title change from Director, Health Services; grade change from 124 to 122
Ritenour, Lisa L.	Director, Health Services/Health Services/Contract Professional	08/01/19	\$94,860.00 12 mo	Job reclassification via reorganization; salary adjustment from \$87,550.00/12 mo; title change from Nurse Practitioner; grade change from 122 to 124
Vice President, Finance & Administration/CFO				
<u>Appointment/Reappointment</u>				
Mikulski, Brandon A.	Events Assistant/Edwin J. Thomas Performing Arts Hall/Staff	06/08/19	\$210.00 one time payment	Payment for AA Founders Day weekend
Ohlson, Margo E.	Events Assistant/Edwin J. Thomas Performing Arts Hall/Staff	06/08/19	\$3,500.00 one time payment	Payment for AA Founders Day weekend
Spayd, Michael A.	Events Assistant/Edwin J. Thomas Performing Arts Hall/Staff	06/08/19	\$1,200.00 one time payment	Payment for AA Founders Day weekend
Szczukowski, Michael A.	Events Assistant/Edwin J. Thomas Performing Arts Hall/Staff	06/08/19	\$336.00 one time payment	Payment for AA Founders Day weekend
Vice President, Development				
<u>Change</u>				
Hopper, Megan	Director of Development & Strategic Initiatives/Department of Development/Contract Professional	04/01/19	\$85,400.00 12 mo	Job reclassification; title change from Director of Development; grade change from 122 to 123
<u>Separation</u>				
Henderson, Anthony D.	Associate Athletics Director, Athletics Development/Vice President, Development/Contract Professional	07/14/19	\$82,400.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Adamowicz-Hariasz, Maria	Associate Professor - Summer/Department of Modern Languages/Faculty	05/20/19 06/09/19	\$1,189.00 summer session	Payment for summer teaching
Allen, Philip A.	Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology; Interim Director, Research Administration/Psychology/Faculty (BUF)	06/01/19 08/26/19	\$36,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Director assignment; relinquish Director, Non-STEM Research assignment; base salary is \$142,520.00/12 mo
Andronowski, Janna M.	Assistant Professor - Summer/Department of Biology/Faculty	06/02/19 08/25/19	\$7,778.00 for the period	Payment for grant-funded summer research
Bagatto, Brian P.	Professor - Summer/Department of Biology/Faculty	06/10/19 08/04/19	\$8,550.00 summer session (stipend)	Temporary administrative stipend for Chair, Institutional Animal Care and Use Committee assignment
		06/10/19 07/13/19	\$11,400.00 summer session	Payment for summer teaching
Barrett, Linda R.	Associate Professor - Summer/Department of Geosciences/Faculty	05/15/19	\$512.50 one time payment	Payment for Institute for Teaching and Learning assessment
		05/20/19 06/09/19	\$2,050.00 summer session	Payment for summer teaching
Barton, Hazel A.	Professor - Summer/Department of Biology/Faculty	06/02/19 08/18/19	\$3,000.00 for the period	Payment for summer research
		06/17/19 06/30/19	\$5,019.50 for the period	Payment for grant-funded summer research
		07/01/19 07/21/19	\$5,019.50 for the period	Payment for grant-funded summer research
Biddinger, Mary	Professor - Summer/Department of English/Faculty	05/20/19 06/08/19	\$8,550.00 summer session	Payment for summer teaching
		06/01/19 06/30/19	\$1,510.50 for the period (stipend)	Temporary administrative stipend for undergraduate advising
Blackledge, Todd A.	Professor, Biology/Department of Biology/Faculty (BUF)	05/13/19	\$1,250.00 one time payment	Payment for work at Biomimicry Research and Innovation Center as subject matter expert

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Boika, Aliaksei	Assistant Professor - Summer/Department of Chemistry/Faculty	06/01/19 06/30/19	\$6,098.40 for the period	Payment for summer research
Buckland, Sandra K.	Professor - Summer/Department of Fashion Merchandising/Faculty	06/10/19 07/14/19	\$6,412.50 summer session	Payment for summer teaching
Cheng, En	Associate Professor - Summer/Department of Computer Science/Faculty	07/15/19 08/18/19	\$4,100.00 summer session	Payment for summer teaching
Clark, Kathleen D.	Professor - Summer/School of Communication/Faculty	06/10/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
Clemons, Curtis B.	Professor - Summer/Department of Mathematics/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
		07/15/19 08/04/19	\$5,866.49 for the period	Payment for grant-funded summer research
Coffey, Daniel J.	Associate Professor - Summer/Department of Political Science/Faculty	06/10/19 08/04/19	\$5,125.00 summer session	Payment for summer teaching
Cohen, David B.	Professor, Political Science; Assistant Director, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	05/13/19 08/18/19	\$11,400.00 for the period (stipend)	Temporary administrative stipend for Assistant Director, Ray C. Bliss Institute assignment
		05/20/19 06/09/19	\$4,987.50 summer session	Payment for summer teaching
		05/20/19 06/30/20	\$89,745.00 9 mo	Temporary additional title of Assistant Director, Ray C. Bliss Institute of Applied Politics
Cossey, James P.	Associate Professor - Summer/Department of Mathematics/Faculty	06/10/19 08/04/19	\$6,150.00 summer session	Payment for summer teaching
Datta, Sujay	Associate Professor - Summer/Department of Statistics/Faculty	06/10/19 07/14/19	\$4,407.50 summer session	Payment for summer teaching
Dejbord-Sawan, Parizad T.	Associate Professor - Summer/Department of Modern Languages/Faculty	05/16/19	\$205.00 one time payment	Payment for Institute for Teaching and Learning assessment
		06/10/19 07/14/19	\$3,587.50 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Donovan, William J.	Associate Professor - Summer/Department of Chemistry/Faculty	06/10/19 07/14/19	\$2,050.00 summer session	Payment for summer teaching
Duan, Zhong-Hui	Professor - Summer/Department of Computer Science/Faculty	05/01/19 06/01/19	\$513.00 for the period	Payment for summer administrative duties
Dudipala, Venkat R.	Director, Magnetic Resonance Center/Department of Chemistry/Contract Professional	07/01/19 06/30/20	\$5,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Director assignment
Duff, Robert J.	Professor - Summer/Department of Biology/Faculty	06/01/19 08/31/19	\$2,422.50 for the period (stipend)	Temporary administrative stipend for greenhouse supervision
		06/10/19 07/13/19	\$11,400.00 summer session	Payment for summer teaching
Einsporn, Richard L.	Professor - Summer/Department of Statistics/Faculty	05/01/19 06/01/19	\$513.00 for the period	Payment for summer administrative duties
Elicker, Joelle D.	Associate Professor - Summer/Psychology/Faculty	06/01/19 08/31/19	\$2,009.00 for the period (stipend)	Temporary administrative stipend for teaching assistant training
Espanol, Malena I.	Associate Professor - Summer/Department of Mathematics/Faculty	06/02/19 06/09/19	\$486.68 for the period	Payment for grant-funded summer research
Feltey, Kathryn M.	Associate Professor - Summer/Department of Sociology/Faculty	05/01/19 05/31/19	\$492.00 for the period	Payment for summer administrative duties
		05/16/19	\$512.50 one time payment	Payment for Institute for Teaching and Learning assessment
		05/20/19 06/08/19	\$6,150.00 summer session	Payment for summer teaching
Ferris, Amber L.	Associate Professor - Summer/School of Communication/Faculty	06/10/19 07/13/19	\$5,125.00 summer session	Payment for summer teaching
Forcey, Stefan A.	Associate Professor - Summer/Department of Mathematics/Faculty	06/10/19 08/04/19	\$8,200.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Fridline, Mark M.	Professor of Instruction - Summer/Department of Statistics/Faculty	05/20/19 07/14/19	\$4,950.00 summer session	Payment for summer teaching
		06/01/19 08/31/19	\$4,950.00 for the period (stipend)	Temporary administrative stipend for Associate Department Chair assignments
Gargarella, Elisa B.	Associate Professor - Summer/School of Art/Faculty	05/20/19 06/09/19	\$5,866.62 summer session	Payment for grant-funded summer research
		06/10/19 07/14/19	\$5,473.50 summer session	Payment for summer teaching
		07/15/19 08/18/19	\$5,866.62 summer session	Payment for grant-funded summer research
Gerhardt, Sabine	Associate Professor - Summer/Department of Child & Family Development/Faculty	05/20/19 06/09/19	\$3,177.50 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Giffels, David P.	Associate Professor - Summer/Department of English/Faculty	06/01/19 08/31/19	\$1,517.00 for the period (stipend)	Temporary administrative stipend for Coordinator, Northeast Ohio MFA Program duties
		06/01/19 08/31/19	\$10,000.00 for the period	Payment for receipt of 2019 Faculty Advisory Counsel Research Committee Summer Fellowship
Golovaty, Dmitry	Professor - Summer/Department of Mathematics/Faculty	05/20/19 06/23/19	\$11,338.08 for the period	Payment for grant-funded summer research
Holda, James H.	Associate Professor - Summer/Department of Biology/Faculty	06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Holyoke, Caleb W.	Assistant Professor - Summer/Department of Geosciences/Faculty	06/10/19 06/30/19	\$5,175.00 for the period	Payment for summer teaching
		07/01/19 07/31/19	\$7,680.00 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$7,680.00 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Hreno, Travis M.	Associate Professor - Summer/Department of Philosophy/Faculty	06/10/19 07/14/19	\$12,300.00 summer session	Payment for summer teaching
Hu, Yu-Kuang	Professor - Summer/Department of Physics/Faculty	06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
Kaltenthaler, Karl C.	Professor - Summer/Department of Political Science/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
Karriker, Galen S.	Professor - Summer/School of Music/Faculty	06/02/19 06/09/19	\$350.00 for the period	Payment for non-credit brass performance seminar
		06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$5,700.00 summer session	Payment for summer teaching
		08/01/19 08/31/19	\$9,136.00 for the period	Payment for August marching band duties
Kaut, Kevin P.	Professor - Summer/ Psychology/Faculty	06/01/19 06/30/19	\$2,023.50 for the period (stipend)	Temporary administrative stipend for Director, Undergraduate Program duties
Klein, Janet	Associate Professor - Summer/Department of History/Faculty	05/17/19	\$512.50 one time payment	Payment for Institute for Teaching and Learning assessment
		06/10/19 07/14/19	\$4,100.00 summer session	Payment for summer teaching
Kolodziej, Matthew	Professor - Summer/School of Art/Faculty	08/03/19	\$10,000.00 one time payment	Payment for summer research with the Biomimicry Research and Innovation Center
Levy, Paul E.	Professor, Psychology; Department Chair, Psychology; Fellow, Institute for Life-Span Development & Gerontology; Program Director, Child & Family Development/Psychology/ Faculty	07/01/19 06/30/20	\$154,208.00 12 mo	Temporary additional title of Program Director, Child & Family Development
Licate, David A.	Professor - Summer/Criminal Justice Studies/Faculty	06/10/19 07/14/19	\$14,962.50 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Lin, Yang Y.	Professor - Summer/School of Communication/Faculty	05/01/19 05/31/19	\$513.00 for the period	Payment for summer administrative duties
		05/16/19	\$228.00 one time payment	Payment for Institute for Teaching and Learning assessment
		05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
Liu, Qin	Professor - Summer/Department of Biology/Faculty	06/02/19 06/09/19	\$2,612.75 for the period	Payment for summer research
		06/09/19 06/30/19	\$7,838.25 for the period	Payment for summer grant-funded research
Londrville, Richard L.	Professor - Summer/Department of Biology/Faculty	05/20/19 06/09/19	\$5,244.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
Lyuksyutov, Sergei F.	Professor - Summer/Department of Physics/Faculty	06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
Mallik, Robert R.	Professor - Summer/Department of Physics/Faculty	06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
Matney, Timothy	Professor, Archaeology; Professor, Geosciences/Department of Anthropology & Classical Studies/Faculty (BUF)	04/26/19	\$500.00 one time payment	Payment for course development
McCarthy, Daniel W.	Professor - Summer/School of Music/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
McHugh, James T.	Professor - Summer/Department of Political Science/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Mimoto, Nao	Associate Professor - Summer/Department of Statistics/Faculty	05/01/19 05/31/19	\$492.00 for the period	Payment for summer administrative duties
		05/20/19 06/09/19	\$4,100.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$4,100.00 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mitchell, Randall J.	Professor - Summer/Department of Biology/Faculty	05/20/19 06/09/19	\$5,415.00 summer session	Payment for summer teaching
		07/01/19 07/31/19	\$11,455.33 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$800.00 for the period	Payment for grant-funded summer research
Modarelli, David A.	Professor - Summer/Department of Chemistry/Faculty	06/02/19 06/09/19	\$2,918.14 for the period	Payment for grant-funded summer research
		06/10/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
		08/01/19 08/31/19	\$11,993.56 for the period	Payment for grant-funded summer research
Niewiarowski, Peter H.	Professor, Biology/Department of Biology/Faculty (BUF)	02/19/19	\$1,171.88 one time payment	Payment for work at Biomimicry Research and Innovation Center as subject matter expert
		05/20/19 06/09/19	\$5,244.00 summer session	Payment for summer teaching
Nofziger, Stacey	Associate Professor - Summer/Department of Sociology/Faculty	05/15/19	\$205.00 one time payment	Payment for Institute for Teaching and Learning assessment
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Nunn, Hillary M.	Professor - Summer/Department of English/Faculty	06/10/19 07/14/19	\$5,557.50 summer session	Payment for summer teaching
Pang, Yi	Professor - Summer/Department of Chemistry/Faculty	06/02/19 06/16/19	\$6,277.94 for the period	Payment for grant-funded summer research
		07/01/19 07/07/19	\$3,138.97 for the period	Payment for grant-funded summer research
Paruchuri, Sailaja M.	Associate Professor - Summer/Department of Chemistry/Faculty	06/01/19 06/30/19	\$9,419.01 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$9,419.01 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$9,419.01 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Peck, John A.	Professor - Summer/Department of Geosciences/Faculty	05/20/19 07/14/19	\$1,995.00 summer session	Payment for administrative work as Field Camp Director
		05/26/19 06/16/19	\$8,550.00 for the period	Payment for summer teaching
Peralta, Robert L.	Associate Professor - Summer/Department of Sociology/Faculty	06/10/19 07/14/19	\$3,546.50 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
		07/15/19 08/18/19	\$287.00 summer session	Payment for summer teaching
Queener, John E.	Professor - Summer/ Psychology/Faculty	06/10/19 07/14/19	\$6,840.00 summer session	Payment for summer teaching
Ramirez, Rolando J.	Associate Professor - Summer/Department of Biology/Faculty	06/01/19 06/30/19	\$8,514.00 for the period	Payment for grant-funded summer research
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Renna, Jordan M.	Assistant Professor - Summer/Department of Biology/Faculty	05/20/19 07/14/19	\$15,405.20 summer session	Payment for grant-funded summer research
		08/05/19 08/25/19	\$5,457.93 for the period	Payment for grant-funded summer research
Sasowsky, Ira D.	Professor - Summer/Department of Geosciences/Faculty	06/01/19 06/30/19	\$997.50 for the period	Payment for Director, Environmental Studies assignment
Schantz, John A.	Professor - Summer/School of Music/Faculty	06/02/19 06/09/19	\$1,000.00 for the period	Payment for non-credit brass performance seminar
Schulze, Pamela A.	Professor - Summer/Department of Child & Family Development/Faculty	05/15/19	\$228.00 one time payment	Payment for Institute for Teaching and Learning assessment
		05/20/19 06/09/19	\$6,270.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Senko, John M.	Associate Professor - Summer/Department of Geosciences/Faculty	07/01/19 07/07/19	\$2,151.14 for the period	Payment for grant-funded summer research
Shriver, Leah	Associate Professor - Summer/Department of Chemistry/Faculty	06/02/19 06/23/19	\$6,516.09 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$9,882.33 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$9,882.33 for the period	Payment for grant-funded summer research
Simms, Sherry A.	Associate Professor - Summer/School of Art/Faculty	06/16/19 06/29/19	\$3,000.00 for the period	Payment for Boston Mills art booth and Student Experience administration
Slowiak, James R.	Professor - Summer/Dance, Theatre & Arts Administration/Faculty	05/16/19	\$228.00 one time payment	Payment for Institute for Teaching and Learning assessment
Smith, Adam W.	Associate Professor - Summer/Department of Chemistry/Faculty	06/01/19 06/30/19	\$9,744.93 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$9,744.93 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$9,744.93 for the period	Payment for grant-funded summer research
Snider, Larry D.	Distinguished Professor - Summer/School of Music/Faculty	06/10/19 08/04/19	\$2,565.00 summer session	Payment for summer teaching
Speight, Suzette L.	Associate Professor - Summer/Psychology/Faculty	06/01/19 08/31/19	\$4,018.00 for the period (stipend)	Temporary administrative stipend for Director, Training for the Collaborative Program in Counseling Psychology duties
Sperling, James C.	Professor - Summer/Department of Political Science/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Spiker, Julia A.	Professor - Summer/School of Communication/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Stanley, Jennifer T.	Associate Professor - Summer/Psychology/Faculty	06/10/19 07/14/19	\$7,523.50 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tessier, Claire A.	Professor - Summer/Department of Chemistry/Faculty	07/01/19 07/31/19	\$13,962.78 for the period	Payment for grant-funded summer research
		08/01/19 08/31/19	\$13,962.78 for the period	Payment for grant-funded summer research
Tokar, David M.	Professor - Summer/ Psychology/Faculty	06/10/19 07/14/19	\$9,490.50 summer session	Payment for summer teaching
Toliver, Brooks A.	Professor - Summer/School of Music/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$570.00 summer session	Payment for summer teaching
Triece, Mary E.	Professor - Summer/School of Communication/Faculty	06/01/19 06/30/19	\$1,510.50 for the period (stipend)	Temporary administrative stipend for Director, Women's Studies Program assignment
		06/01/19 08/01/19	\$10,000.00 for the period	Payment for summer research
		06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Turner, Dudley B.	Professor - Summer/School of Communication/Faculty	05/01/19 05/31/19	\$513.00 for the period	Payment for summer administrative duties
		05/20/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Wachler, Charles A.	Associate Professor - Summer/Psychology/Faculty	05/20/19 06/09/19	\$8,200.00 summer session	Payment for summer teaching
Weigold, Ingrid K.	Professor - Summer/ Psychology/Faculty	06/10/19 07/14/19	\$11,400.00 summer session	Payment for summer teaching
Wesdemiotis, Chrys	Distinguished Professor - Summer/Department of Chemistry/Faculty	06/01/19 06/30/19	\$16,378.14 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$16,378.14 for the period	Payment for grant-funded summer research
Wheland, Ethel R.	Associate Professor - Summer/Department of Mathematics/Faculty	06/10/19 07/14/19	\$8,200.00 summer session	Payment for summer teaching
Wilson, Gregory	Professor, History/Department of History/Faculty (BUF)	05/16/19	\$150.00 one time payment	Payment for review of the Radical Akron manuscript

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Xi, Juan	Associate Professor - Summer/Department of Sociology/Faculty	05/17/19	\$205.00 one time payment	Payment for Institute for Teaching and Learning assessment
		06/10/19	\$5,325.00	Payment for summer teaching
		07/14/19	summer session	
Xiao, Yingcai	Associate Professor - Summer/Department of Computer Science/Faculty	05/01/19	\$492.00	Payment for summer administrative duties
		05/31/19	for the period	
		06/10/19	\$9,737.50	Payment for summer teaching
07/14/19	summer session			
Yao, Lingxing	Assistant Professor - Summer/Department of Mathematics/Faculty	06/09/19	\$8,400.00	Payment for grant-funded summer research
		07/14/19	for the period	
Ye, Jun	Associate Professor - Summer/Department of Statistics/Faculty	06/10/19	\$8,200.00	Payment for summer teaching
		07/14/19	summer session	
<u>Change</u>				
Allen, Philip A.	Professor, Psychology; Senior Fellow, Institute for Life-Span Development & Gerontology; Interim Director, Research Administration/Psychology/Faculty (BUF)	08/26/19	\$142,520.00 9 mo	Salary basis change from 12 mo to 9 mo
<u>Separation</u>				
Buckland, Sandra K.	Professor, Fashion Merchandising/Department of Fashion Merchandising/Faculty (BUF)	05/31/20	\$89,353.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Espanol, Malena I.	Associate Professor, Mathematics; Assistant Professor, Mechanical Engineering/Department of Mathematics/Faculty (BUF)	08/15/19	\$81,850.00 9 mo	Resignation
Lavrentyev, Peter J.	Professor, Biology/Department of Biology/Faculty (BUF)	05/31/20	\$88,241.00 9 mo	Resignation; participating in Voluntary Separation or Retirement Program

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Thayer, Amanda L.	Assistant Professor, Psychology/Psychology/ Faculty (BUF)	05/31/20	\$81,196.00 9 mo	Resignation; participating in Voluntary Separation or Retirement Program
College of Business Administration				
<u>Appointment/Reappointment</u>				
Ash, Steven R.	Professor - Summer/Department of Management/Faculty	07/18/19	\$2,000.00 one time payment	Payment for teaching seminars at the Institute for Leadership Advancement
Baker, William E.	Professor - Summer/Department of Marketing/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Beuk, Frederik W.	Associate Professor - Summer/Department of Marketing/Faculty	05/20/19 06/09/19	\$2,050.00 summer session	Payment for summer teaching
		07/08/19	\$2,000.00 one time payment	Payment for teaching seminars at the Institute for Leadership Advancement
Bible, Scott C.	Assistant Professor of Practice - Summer/Department of Management/Faculty	06/10/19 07/14/19	\$4,125.00 summer session	Payment for summer teaching
Bisco, Jill M.	Assistant Professor - Summer/Department of Finance/Faculty	06/10/19 07/14/19	\$5,325.00 summer session	Payment for summer teaching
Brisker, Eric R.	Assistant Professor - Summer/Department of Finance/Faculty	06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Chinchanachokchai, Sydney	Assistant Professor - Summer/Department of Marketing/Faculty	07/01/19 07/30/19	\$1,250.00 for the period	Payment for grant-funded summer research
Daugherty, Terry	Interim Associate Dean, College of Business Administration; Director, Graduate Studies; Associate Professor, Marketing/College of Business Administration, Office of the Dean/Faculty	07/01/19 06/30/20	\$20,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Associate Dean assignment; relinquish title and administrative stipend for Assistant Dean assignment; stipend adjustment from \$15,000.00/12 mo; base salary is \$150,000.00/12 mo
DeGregorio, Federico	Associate Professor - Summer/Department of Marketing/Faculty	07/03/19	\$2,000.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
		07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching

08/14/2019

16

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Dey, Asoke K.	Associate Professor - Summer/Department of Management/Faculty	05/20/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
		07/24/19	\$500.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
Djuric, Vanja	Assistant Professor of Practice - Summer/Department of Marketing/Faculty	07/10/19	\$1,000.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
Farrar, Jacob	Director, Taylor Institute/College of Business Administration, Office of the Dean/Contract Professional	07/01/19	\$118,450.00	Temporary reappointment
		06/30/20	12 mo	
Fox, Alexa K.	Assistant Professor - Summer/Department of Marketing/Faculty	07/11/19	\$1,500.00 one time payment	Payment for teaching seminars at the Institute for Leadership Advancement
Gehani, R. Ray	Associate Professor - Summer/Department of Management/Faculty	06/10/19	\$6,150.00	Payment for summer teaching
		08/04/19	summer session	
Ghosh, Sucharita	Professor - Summer/Department of Economics/Faculty	06/10/19 08/04/19	\$8,550.00 summer session	Payment for summer teaching
Gradisher, Suzanne M.	Associate Professor - Summer/Department of Finance/Faculty	05/20/19	\$6,150.00	Payment for summer teaching
		07/14/19	summer session	
Hamdani, Maria R.	Associate Professor - Summer/Department of Management/Faculty	05/20/19	\$6,150.00	Payment for summer teaching
		07/14/19	summer session	
Jones, Julianne B.	Associate Professor of Practice - Summer/George W. Daverio School of Accountancy/Faculty	05/20/19 07/14/19	\$2,250.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$6,375.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kim, Il-Woon	Professor - Summer/George W. Daverio School of Accountancy/Faculty	06/10/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$1,510.50 summer session (stipend)	Temporary administrative stipend for Associate Director, Institute for Global Business assignment
	Professor, Accounting & International Business; Associate Director, Institute for Global Business/George W. Daverio School of Accountancy/Faculty (BUF)	08/26/19 05/17/20	\$4,500.00 9 mo (stipend)	Temporary title and administrative stipend for Associate Director assignment; base salary is \$179,282.00/9 mo
Liu, Liping	Professor - Summer/Department of Management/Faculty	06/10/19 07/14/19	\$5,700.00 summer session	Payment for summer teaching
Makarius, Erin	Associate Professor - Summer/Department of Management/Faculty	05/13/19 08/31/19	\$7,000.00 for the period	Payment for summer research
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
		07/17/19	\$1,000.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
Mauger, Yohann	Associate Professor of Practice - Summer/Department of Management/Faculty	05/20/19 06/09/19	\$4,500.00 summer session	Payment for summer teaching
McCoskey, Melanie G.	Associate Professor - Summer/George W. Daverio School of Accountancy/Faculty	06/10/19 07/14/19	\$10,455.00 summer session	Payment for summer teaching
McHenry, William K.	Associate Professor - Summer/Department of Management/Faculty	07/22/19	\$1,000.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
Mukherjee, Debmalya	Professor - Summer/Department of Management/Faculty	05/20/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Myers, Steven C.	Associate Professor - Summer/Department of Economics/Faculty	06/10/19 08/04/19	\$12,300.00 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Narotzki, Doron	Assistant Professor - Summer/George W. Daverio School of Accountancy/Faculty	07/15/19 08/18/19	\$6,150.00 summer session	Payment for summer teaching
Orr, Linda M.	Associate Professor - Summer/Department of Marketing/Faculty	06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Owens, Deborah L.	Associate Professor - Summer/Department of Marketing/Faculty	07/04/19	\$1,000.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
Payne, David G.	Assistant Professor of Practice - Summer/Department of Marketing/Faculty	06/10/19 08/04/19	\$7,012.50 summer session (stipend)	Temporary administrative stipend for Director, Fisher Institute of Professional Selling assignment
	Associate Professor of Practice, Marketing; Director, Fisher Institute of Professional Selling/Department of Marketing/Faculty (BUF)	08/26/19 05/17/20	\$15,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$53,307.00/9 mo
Schulte, Sheri B.	Assistant Professor of Practice - Summer/Department of Management/Faculty	05/20/19 06/09/19	\$2,750.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$2,007.50 summer session (stipend)	Temporary administrative stipend for Assessment Officer assignment
	Associate Professor of Practice, Management; Assessment Officer/Department of Management/Faculty (BUF)	08/26/19 05/17/20	\$6,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Assessment Officer assignment; base salary is \$75,082.00/9 mo
Smith, Kevin	Director, Student Leadership Initiatives/College of Business Administration, Office of the Dean/Contract Professional	07/01/19 06/30/20	\$12,000.00 12 mo (stipend)	Temporary reappointment
			\$66,950.00 12 mo (base)	

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Srinivasan, Mahesh	Associate Professor - Summer/Department of Management/Faculty	05/20/19 07/14/19	\$12,300.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$3,013.50 summer session (stipend)	Temporary administrative stipend for Director, Institute for Global Business assignment
		07/24/19	\$500.00 one time payment	Payment for teaching seminar at the Institute for Leadership Advancement
	Associate Professor, Management; Director, Institute for Global Business/Department of Management/Faculty (BUF)	08/26/19 05/17/20	\$6,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$126,715.00/9 mo
Thomas, Andrew R.	Associate Professor - Summer/Department of Marketing/Faculty	07/08/19 08/11/19	\$6,150.00 for the period	Payment for summer teaching
Vijayaraman, Bindiganavale S.	Professor - Summer/Department of Management/Faculty (BUF)	06/10/19 08/04/19	\$3,021.00 summer session (stipend)	Temporary administrative stipend for Director, Center for Information Technology & e-Business assignment
		06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
	Professor, Management & Information Systems; Director, Center for Information Technology & e-Business; Coordinator, Information Systems Management Program/Department of Management/Faculty (BUF)	08/26/19 05/17/20	\$154,641.00 9 mo	Extension of additional titles for Director and Coordinator assignments
Wang, Li	Associate Professor - Summer/George W. Daverio School of Accountancy/Faculty	05/20/19 06/09/19	\$16,245.00 summer session	Payment for summer teaching
	Associate Professor, Accounting; Interim Chair, George W. Daverio School of Accountancy/George W. Daverio School of Accountancy/Faculty	07/01/19 06/30/20	\$15,000.00 12 mo (stipend) \$211,456.00 12 mo (base)	Temporary additional title and administrative stipend for Interim Chair assignment; base salary adjustment from \$173,010.00/9 mo; basis change from 9 mo to 12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Bisco, Jill M.	Assistant Professor, Finance; Director, Risk Management and Insurance Program/Department of Finance/Faculty (BUF)	07/01/19	\$135,651.00 9 mo	Additional title of Director, Risk Management and Insurance Program
Hardin, Mary L.	Director, Technology - College of Business Administration/College of Business Administration, Office of the Dean/Contract Professional	07/01/19 12/31/19	\$58,487.25 12 mo	Voluntary reduction in work schedule from 40 to 30 hours weekly; salary adjustment from \$77,983.00/12 mo
Krovi, Ravi	Professor, Management & Information Systems/College of Business Administration, Office of the Dean/Faculty (BUF)	07/01/19	\$277,673.00 12 mo	Relinquish Dean, College of Business Administration assignment
		07/01/20	\$227,187.00 9 mo	Salary adjustment from \$277,673.00/12 mo; basis change from 12 mo to 9 mo

Leave

Krovi, Ravi	Professor, Management & Information Systems/College of Business Administration, Office of the Dean/Faculty	07/01/19 06/30/20	\$277,673.00 12 mo	100% paid sabbatical leave
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LeBron James Family Foundation College of Education

Appointment/Reappointment

Broadway, Francis S.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$6,840.00 summer session	Payment for summer teaching
Clark, Susan G.	Professor - Summer/Department of Educational Foundations & Leadership/Faculty	06/10/19 07/14/19	\$1,710.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$8,550.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		06/10/19 08/04/19	\$5,700.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		06/10/19 08/04/19	\$3,420.00 summer session	Payment for summer teaching

08/14/2019

21

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Coyner, Sandra C.	Professor - Summer/Department of Educational Foundations & Leadership/Faculty	06/10/19 08/04/19	\$5,985.00 summer session	Payment for summer teaching
		07/15/19 08/18/19	\$3,420.00 summer session	Payment for summer teaching
Daviso, Alfred W.	Associate Professor - Summer/Department of Curricular & Instructional Studies/Faculty	05/20/19 06/09/19	\$4,920.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$8,200.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		06/10/19 07/14/19	\$2,767.50 summer session	Payment for summer teaching
Holliday, Gary M.	Associate Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$10,250.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		06/10/19 07/14/19	\$1,947.50 summer session	Payment for summer teaching
		08/23/19	\$2,560.00 one time payment	Payment for assistance with High Institute of Elastomers Industries project
Kline, Lynn S.	Associate Professor - Summer/Department of Curricular & Instructional Studies/Faculty	05/20/19 06/09/19	\$3,075.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$5,637.50 summer session	Payment for summer teaching
Koskey, Kristin L.	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	06/10/19 07/14/19	\$3,075.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$2,460.00 summer session	Payment for summer teaching
		08/05/19 08/25/19	\$6,170.00 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kushner Benson, Susan N.	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	05/15/19	\$205.00 one time payment	Payment for Institute for Teaching and Learning assessment
Lenhart, Lisa A.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$8,550.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		07/15/19 08/18/19	\$5,700.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
Li, Huey-Li	Professor - Summer/Department of Educational Foundations & Leadership/Faculty	06/10/19 07/14/19	\$6,840.00 summer session	Payment for summer teaching
Maguth, Brad M.	Associate Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$1,947.50 summer session	Payment for summer teaching
Makki, Nidaa	Associate Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$1,353.00 summer session (stipend)	Temporary administrative stipend for Urban STEM Co-Chair duties
		06/10/19 07/14/19	\$4,047.00 summer session	Payment for grant-funded summer research
		06/10/19 07/14/19	\$5,535.00 summer session	Payment for summer teaching
		07/15/19 07/28/19	\$4,048.00 for the period	Payment for grant-funded summer research
Mohammed, Wondimu Ahmed	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	07/29/19 08/12/19	\$3,754.00 for the period	Payment for grant-funded summer research
Mohammed, Wondimu Ahmed	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	06/03/19 06/30/19	\$6,171.00 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Pachnowski, Lynne M.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for Adolescent/Young Adult Program Lead duties
		06/10/19 07/14/19	\$5,700.00 summer session (stipend)	Temporary administrative stipend for Program Lead duties
		06/10/19 07/14/19	\$12,112.50 summer session	Payment for summer teaching
		07/22/19 08/11/19	\$7,000.00 for the period	Payment for grant-funded summer research
Tsai, I-Chun	Associate Professor - Summer/Department of Educational Foundations & Leadership/Faculty	05/20/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Vakil, Shernavaz	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$17,812.50 summer session	Payment for summer teaching
Welton, Evonn N.	Professor - Summer/Department of Curricular & Instructional Studies/Faculty	06/10/19 07/14/19	\$6,555.00 summer session	Payment for summer teaching
		07/15/19 08/18/19	\$8,550.00 summer session	Payment for summer teaching

College of Engineering

Appointment/Reappointment

Abbas, Ala R.	Professor - Summer/Department of Civil Engineering/Faculty	05/06/19 05/26/19	\$8,869.38 for the period	Payment for summer research; \$6,999.71 paid from grant accounts; \$1,869.67 paid from general fund
		06/01/19 06/30/19	\$11,825.84 for the period	Payment for summer research; \$8,999.46 paid from grant accounts; \$2,826.38 paid from general fund

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Alhalawani, Adel	Faculty - Research/Department of Biomedical Engineering/Faculty	08/11/19 08/25/19	\$4,054.05 for the period	Payment for start-up research
	Assistant Professor of Engineering Instruction/Department of Biomedical Engineering/Faculty (BUF)	08/26/19	\$75,000.00 9 mo	Appointment
Amini, Rouzbeh	Assistant Professor - Summer/Department of Biomedical Engineering/Faculty	05/13/19 07/02/19	\$16,738.11 for the period	Payment for grant-funded summer research
		07/03/19 08/26/19	\$17,470.14 for the period	Payment for summer research; \$6,366.14 paid from grant account; \$11,104.00 paid from general fund
Batur, Celal	Professor - Summer/Department of Mechanical Engineering/Faculty	06/02/19 07/07/19	\$19,120.00 for the period	Payment for grant-funded summer research
Buldum, Alper	Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$11,400.00 summer session	Payment for summer teaching
Bunnell, Robert L.	Professor of Engineering Practice - Summer/Department of Civil Engineering/Faculty (BUF)	06/10/19 08/04/19	\$4,950.00 summer session	Payment for summer teaching
Cutright, Teresa J.	Professor - Summer/Department of Civil Engineering/Faculty	07/22/19 07/28/19	\$2,695.00 for the period	Payment for grant-funded summer research
		08/04/19 08/25/19	\$7,078.00 for the period	Payment for grant-funded summer research
Daniels, Christopher C.	Associate Professor of Engineering Practice-Summer/Department of Mechanical Engineering/Faculty (BUF)	05/13/19 08/25/19	\$40,596.49 for the period	Payment for summer research; \$37,890.06 paid from grant account; \$2,706.43 paid from general fund
De Abreu-Garcia, Jose A.	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	06/02/19 06/16/19	\$7,803.00 for the period	Payment for grant-funded summer research
		07/01/19 07/14/19	\$6,375.00 for the period	Payment for grant-funded summer research
		08/04/19 08/18/19	\$6,000.00 for the period	Payment for grant-funded summer research

08/14/2019

25

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Deckler, Daniel C.	Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
Dong, Yalin	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	06/02/19 06/23/19	\$5,592.00 for the period	Payment for grant-funded summer research
Elbuluk, Malik E.	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	06/10/19 08/04/19	\$19,950.00 summer session	Payment for summer teaching
Farhad, Siamak	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	05/16/19	\$507.44 one time payment	Payment for grant-funded summer research
		06/03/19 06/23/19	\$5,000.00 for the period	Payment for summer research
Gao, Xiaosheng	Professor - Summer/Department of Mechanical Engineering/Faculty	07/08/19 08/04/19	\$11,090.10 for the period	Payment for grant-funded summer research
		08/05/19 08/25/19	\$7,630.80 for the period	Payment for grant-funded summer research
Huang, Qindan	Associate Professor - Summer/Department of Civil Engineering/Faculty	07/01/19 07/29/19	\$10,148.07 for the period	Payment for grant-funded summer research
Ida, Nathan	Distinguished Professor - Summer/Department of Electrical & Computer Engineering/Faculty	06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
Kannan, Manigandan	Senior Lecturer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$5,175.00 summer session	Payment for summer teaching
	Visiting Associate Professor of Practice, Mechanical Engineering/Department of Mechanical Engineering/Faculty	08/26/19 05/17/20	\$75,000.00 9 mo	Temporary appointment
Kelly, S. Graham	Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$25,650.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kocsis, Jin	Assistant Professor - Summer/Department of Electrical & Computer Engineering/Faculty	05/13/19	\$2,340.89	Payment for summer research
		05/20/19	for the period	
		05/20/19 06/06/19	\$6,086.32 for the period	Payment for summer research
Koskey, Kristin L.	Associate Professor - Summer/Department of Civil Engineering/Faculty	06/06/19	\$18,727.14	Payment for grant-funded summer research
		08/01/19	for the period	
		08/01/19 08/31/19	\$1,107.50 for the period	Payment for grant-funded summer research
Kushner Benson, Susan N.	Associate Professor - Summer/Department of Civil Engineering/Faculty	08/01/19	\$1,107.50	Payment for grant-funded summer research
		08/31/19	for the period	
Ling, Chen	Associate Professor - Summer/Department of Mechanical Engineering/Faculty	05/13/19	\$34,485.00	Payment for grant-funded summer research
		08/25/19	for the period	
Luo, Zhe J.	Assistant Professor - Summer/Department of Civil Engineering/Faculty	05/01/19	\$6,926.28	Payment for summer research; \$5,541.02
		05/31/19	for the period	paid from grant account; \$1,385.26 paid from general fund
		06/03/19	\$5,300.00	Payment for summer research
		06/23/19	for the period	
		06/20/19	\$3,936.44	Payment for summer research; \$3,149.15
		06/30/19	for the period	paid from grant account; \$787.29 paid from general fund
Mahabadi, Nariman	Faculty - Research/Department of Civil Engineering/Faculty	07/01/19	\$6,866.00	Payment for summer research
		07/21/19	for the period	
	Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	07/22/19	\$3,763.28	Payment for summer research; \$3,010.62
		07/31/19	for the period	paid from grant account; \$752.66 paid from general fund
Mahajan, Ajay M.	Professor - Summer/Department of Mechanical Engineering/Faculty	08/01/19	\$7,810.87	Payment for start-up research
		08/31/19	for the period	
		08/26/19	\$85,000.00 9 mo	Appointment vice J. Tao; \$450,000.00 in start-up funds

08/14/2019

27

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Maleki Pirbazari, Mehdi	Assistant Professor of Engineering Instruction - Summer/Department of Electrical & Computer Engineering/Faculty (BUF)	06/10/19 08/04/19	\$5,500.00 summer session	Payment for summer teaching
Martinez Bastidas, David	Associate Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/03/19 06/30/19	\$9,000.00 for the period	Payment for summer research
		07/01/19 08/31/19	\$24,617.43 for the period	Payment for summer research
Miller, Christopher M.	Associate Professor - Summer/Department of Civil Engineering/Faculty	07/01/19 07/31/19	\$10,000.00 for the period	Payment for summer research
Monty-Bromer, Chelsea	Associate Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	07/01/19 07/21/19	\$5,317.00 for the period	Payment for grant-funded summer research
Morscher, Gregory N.	Professor - Summer/Department of Mechanical Engineering/Faculty	06/26/19 07/10/19	\$6,264.76 for the period	Payment for grant-funded summer research
		07/11/19 07/25/19	\$6,264.76 for the period	Payment for grant-funded summer research
		07/26/19 08/09/19	\$6,264.76 for the period	Payment for grant-funded summer research
		08/10/19 08/24/19	\$6,264.76 for the period	Payment for summer research
Noble Jr., Lawrence D.	Associate Professor of Engineering Practice; ABET Coordinator; Associate Chair, Undergraduate Studies/Department of Biomedical Engineering/Faculty (BUF)	08/27/18 05/14/19	\$5,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Associate Chair assignment; base salary is \$94,523.00/9 mo
Nourhani, Amir	Faculty - Research/Department of Mechanical Engineering/Faculty	07/01/19 08/25/19	\$20,000.00 for the period	Payment for summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Patnaik, Anil	Professor - Summer/Department of Civil Engineering/Faculty	05/13/19 06/16/19	\$16,052.30 for the period	Payment for summer research
		06/17/19 07/21/09	\$16,052.30 for the period	Payment for summer research
Peng, Zhenmeng	Assistant Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/01/19 06/30/19	\$10,000.00 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$9,000.00 for the period	Payment for summer research
		08/01/19 08/31/19	\$10,000.00 for the period	Payment for grant-funded summer research
Roke, David A.	Associate Professor - Summer/Department of Civil Engineering/Faculty	06/10/19 08/04/19	\$6,150.00 summer session	Payment for summer teaching
	Associate Professor, Civil Engineering; Interim Department Chair, Engineering and Science Technology/Department of Civil Engineering/Faculty	06/10/19 06/30/20	\$12,000.00 12 mo (stipend) \$107,823.00 12 mo (base)	Temporary additional title and administrative stipend for Interim Department Chair assignment; base salary adjustment from \$88,219.00/9 mo; basis change from 9 mo to 12 mo
Sastry, Shivakumar	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	06/17/19 06/30/19	\$6,257.57 for the period	Payment for grant-funded summer research
Sawyer, Scott D.	Associate Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$16,400.00 summer session	Payment for summer teaching
Sozer, Yilmaz	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	05/13/19 06/21/19	\$18,417.41 for the period	Payment for grant-funded summer research
		06/22/19 07/10/19	\$7,980.88 for the period	Payment for grant-funded summer research
		07/11/19 08/26/19	\$20,000.00 for the period	Payment for grant-funded summer research

08/14/2019

29

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Tan, Kwek Tze	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	06/02/19 06/30/19	\$9,000.00 for the period	Payment for summer research
		07/01/19 08/04/19	\$9,853.56 for the period	Payment for grant-funded summer research
		08/04/19 08/18/19	\$4,926.78 for the period	Payment for grant-funded summer research
Tavana, Hossein	Associate Professor - Summer/Department of Biomedical Engineering/Faculty	06/02/19 08/04/19	\$21,491.00 for the period	Payment for grant-funded summer research
Tran, Huu Nghi	Associate Professor - Summer/Department of Electrical & Computer Engineering/Faculty	05/13/19 05/24/19	\$5,025.18 for the period	Payment for grant-funded summer research
		05/25/19 06/19/19	\$9,156.16 for the period	Payment for summer research
		06/20/19 08/05/19	\$16,338.66 for the period	Payment for summer research; \$15,829.98 paid from grant account; \$508.68 paid from general fund
Tsukerman, Igor A.	Professor - Summer/Department of Electrical & Computer Engineering/Faculty	08/05/19 08/23/19	\$7,630.14 for the period	Payment for summer research
		06/01/19 06/30/19	\$13,966.64 for the period	Payment for summer research; \$12,335.69 paid from grant account; \$1,630.95 paid from general fund
Wang, Guo-Xiang	Associate Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$12,300.00 summer session	Payment for summer teaching
Wang, Shengyong	Associate Professor - Summer/Department of Mechanical Engineering/Faculty	07/15/19 08/26/19	\$15,510.60 for the period	Payment for grant-funded summer research
Wong, Shing-Chung J.	Professor - Summer/Department of Mechanical Engineering/Faculty	06/10/19 08/04/19	\$5,700.00 summer session	Payment for summer teaching

08/14/2019

30

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ye, Chang C.	Assistant Professor - Summer/Department of Mechanical Engineering/Faculty	05/13/19	\$14,362.54	Payment for grant-funded summer research for the period
		06/23/19		
		06/23/19	\$3,000.00	Payment for grant-funded summer research for the period
		07/07/19		
Yi, Ping	Professor - Summer/Department of Civil Engineering/Faculty	06/01/19 08/31/19	\$32,000.00 for the period	Payment for grant-funded summer research
Zhang, Ge	Associate Professor - Summer/Department of Biomedical Engineering/Faculty	05/20/19 08/25/19	\$34,987.75 for the period	Payment for grant-funded summer research
Zhe, Jiang J.	Professor - Summer/Department of Mechanical Engineering/Faculty	06/01/19 06/30/19	\$14,855.78 for the period	Payment for grant-funded summer research
		07/01/19 07/28/19	\$11,141.83 for the period	Payment for grant-funded summer research
Zheng, Jie	Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/01/19 06/30/19	\$18,687.00 for the period	Payment for grant-funded summer research
		07/01/19 07/31/19	\$18,687.00 for the period	Payment for grant-funded summer research
Zhou, Qixin	Assistant Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/02/19 06/23/19	\$4,766.00 for the period	Payment for grant-funded summer research
Zhu, Jiahua	Associate Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/03/19 06/30/19	\$9,749.00 for the period	Payment for grant-funded summer research
<u>Change</u>				
Chase, George G.	Professor, Chemical & Biomolecular Engineering; Interim Director, Research/Department of Chemical & Biomolecular Engineering/Faculty (BUF)	06/01/19 08/26/19	\$160,471.00 9 mo	Temporary title change from Director, STEM Research
Visco, Donald P.	Professor - Summer/Department of Chemical & Biomolecular Engineering/Faculty	06/03/19 06/16/19	\$7,175.00 for the period	Amend action approved at June 12, 2019 Board of Trustees meeting; salary adjustment from \$4,813.00/for the period; date change from 6/3/2019-6/9/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Zhou, Qixin	Assistant Professor, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty (BUF)	06/05/19	\$85,793.00 9 mo	Extension of tenure probationary period from Fall 2019 to Fall 2020
<u>Separation</u>				
Kocsis, Jin	Assistant Professor, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)	08/05/19	\$86,613.00 9 mo	Resignation
Luo, Zhe J.	Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	08/25/19	\$85,424.00 9 mo	Resignation
College of Health Professions				
<u>Appointment/Reappointment</u>				
Betts, Melody A.	Associate Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/26/19	\$128,000.00 9 mo	Appointment vice R. Bidinotto
Biddle, Stacia E.	Associate Professor - Summer/Division of Allied Health Technology/Faculty	05/20/19 07/14/19	\$12,300.00 summer session	Payment for summer teaching
Bidinotto, Rebecca A.	Assistant Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/10/19 08/17/19	\$11,687.50 for the period	Payment for summer teaching
Bonnett, Pamela L.	Professor of Instruction - Summer/School of Nursing/Faculty	05/13/19 06/30/19	\$9,900.00 for the period	Payment for RN/BSN administrative duties
Cai, Sean X.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	06/10/19 07/14/19	\$8,977.50 summer session	Payment for summer teaching
Carlin, Charles H.	Associate Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty	05/20/19 07/14/19	\$10,250.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$4,100.00 summer session	Payment for summer teaching
		08/19/19 08/25/19	\$2,050.00 for the period	Payment for Crisis Prevention Intervention clinical instruction

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Chiu, Sheau-Huey	Associate Professor - Summer/School of Nursing/Faculty	05/20/19	\$3,075.00	Payment for summer teaching
		06/09/19	summer session	
		06/10/19	\$9,225.00	Payment for summer teaching
		07/14/19	summer session	
Christensen, Diane C.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/10/19	\$8,490.00	Payment for summer teaching
		07/14/19	summer session	
Chronister, Kelli A.	Associate Professor - Summer/Division of Allied Health Technology/Faculty	06/10/19	\$6,150.00	Payment for summer teaching
		08/04/19	summer session	
Dickie, Jill L.	Professor - Summer/School of Social Work/Faculty	05/20/19	\$8,550.00	Payment for summer teaching
		08/18/19	for the period	
		06/10/19	\$8,550.00	Payment for summer teaching
		07/14/19	summer session	
Ellis, John M.	Professor of Instruction - Summer/School of Social Work/Faculty	06/10/19	\$6,600.00	Payment for summer teaching
		07/14/19	summer session	
		06/10/19	\$4,950.00	Payment for summer teaching
		08/04/19	summer session	
Fiala, William C.	Professor of Practice - Summer/Division of Allied Health Technology/Faculty (BUF)	05/20/19	\$8,887.50	Payment for summer teaching
		07/14/19	summer session	
Fitzgerald, Karen M.	Professor of Instruction - Summer/School of Nursing/Faculty	06/10/19	\$10,725.00	Payment for summer teaching
		07/14/19	summer session	
Foley, Joseph A.	Assistant Professor Instruction, Nursing/School of Nursing/Faculty (BUF)	08/26/19	\$80,000.00	Rehire; successful internal applicant;
			9 mo	salary adjustment from \$1,545.00/load hour; title change from Senior Lecturer; temporary to regular; part-time to full-time
Haas, Marc	Associate Professor - Summer/Division of Allied Health Technology/Faculty	06/10/19	\$10,250.00	Payment for summer teaching
		08/04/19	summer session	

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Houston, K. Todd	Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty	05/20/19 07/14/19	\$5,700.00 summer session	Payment for summer teaching
		06/03/19 06/30/19	\$9,000.00 for the period	Payment for curriculum proposals and course creation for an Auditory Verbal Therapy Certificate
		06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
Juravich, Matthew	Assistant Professor - Summer/Department of Sport Science & Wellness Education/Faculty	06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Katafiasz, Heather	Assistant Professor - Summer/School of Counseling/Faculty	05/01/19 05/31/19	\$497.00 for the period	Payment for summer administrative duties
Kerr, Linda J.	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	05/20/19 08/18/19	\$3,000.00 for the period	Payment for summer teaching
		06/10/19 08/18/19	\$3,150.00 for the period	Payment for summer teaching
Kornspan, Alan S.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$2,137.50 summer session	Payment for summer teaching
Kraft, Kristine N.	Associate Professor - Summer/Division of Allied Health Technology/Faculty	05/20/19 07/14/19	\$779.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$3,854.00 summer session	Payment for summer teaching
Lee, Seungbum	Associate Professor - Summer/Department of Sport Science & Wellness Education/Faculty	06/10/19 06/30/19	\$3,000.00 for the period	Payment for course development
		06/10/19 07/14/19	\$8,241.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
MacCracken, Mary J.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	05/20/19 06/09/19	\$8,550.00 summer session	Payment for summer teaching
Miller, Erin L.	Professor of Instruction - Summer/School of Speech-Language Pathology & Audiology/Faculty	05/20/19 06/09/19	\$1,650.00 summer session	Payment for summer teaching
		05/20/19 08/18/19	\$1,650.00 for the period	Payment for summer teaching
		06/10/19 08/04/19	\$8,250.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$3,300.00 summer session	Payment for summer teaching
Murrock, Carolyn J.	Professor - Summer/School of Nursing/Faculty	06/10/19 08/04/19	\$8,550.00 summer session	Payment for summer teaching
Otterstetter, Ronald	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	06/10/19 08/04/19	\$8,550.00 summer session	Payment for summer teaching
Owen, Cheryl L.	Professor of Instruction - Summer/School of Nursing/Faculty	06/10/19 07/14/19	\$2,475.00 summer session	Payment for summer teaching
Owens, Delila	Associate Professor - Summer/School of Counseling/Faculty	06/10/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Palasik, Scott T.	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty	05/20/19 07/14/19	\$4,100.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$8,200.00 summer session	Payment for summer teaching
Patton, Rikki A.	Associate Professor - Summer/School of Counseling/Faculty	05/01/19 05/31/19	\$410.00 for the period	Payment for summer administrative duties
Perkowski, Marilyn	Professor of Instruction - Summer/School of Nursing/Faculty	05/20/19 07/14/19	\$4,950.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$4,950.00 summer session	Payment for summer teaching

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Pinheiro, Victor E.	Professor - Summer/Department of Sport Science & Wellness Education/Faculty	06/10/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
Reif, Angela E.	Assistant Professor - Summer/School of Speech-Language Pathology & Audiology/Faculty	06/10/19 08/04/19	\$5,325.00 summer session	Payment for summer teaching
Sang, Jina	Assistant Professor - Summer/School of Social Work/Faculty	06/10/19 08/04/19	\$10,650.00 summer session	Payment for summer teaching
Sangganjanavanich, Varunee Faii	Professor, Health Professions; Director, School of Counseling; Program Coordinator, Counseling Education & Supervision/School of Counseling/Faculty	07/01/19 06/30/20	\$15,000.00 12 mo (stipend) \$99,531.00 12 mo (base)	Additional title and temporary administrative stipend for Director assignment; salary adjustment from \$90,483.00/10 mo; basis change from 10 mo to 12 mo; title change from Interim Director, School of Counseling
Scotto, Carol J.	Associate Professor - Summer/School of Nursing/Faculty	05/20/19 07/14/19	\$3,075.00 summer session	Payment for summer teaching
Seher, Christin L.	Assistant Professor of Practice - Summer/School of Nutrition & Dietetics/Faculty (BUF)	07/01/19 08/31/19	\$5,500.00 for the period (stipend)	Temporary administrative stipend for work with Center for Experiential Learning
Shanks, Linda C.	Associate Professor - Summer/School of Nursing/Faculty	05/13/19 06/30/19	\$12,300.00 for the period (stipend)	Temporary administrative stipend for Assistant Director, Graduate Programs & Research assignment
Steinmetz, Janice E.	Assistant Lecturer/School of Social Work/Faculty	05/20/19 08/18/19	\$2,574.69 for the period	Payment for summer teaching
Sutter, Carolyn J.	Professor of Instruction - Summer/School of Nursing/Faculty	06/10/19 08/18/19	\$2,475.00 for the period	Payment for summer teaching
Terry, Robert P.	Associate Lecturer/School of Social Work/Faculty	06/10/19 08/04/19	\$2,546.16 summer session	Payment for summer teaching
Thomas, Becky L.	Senior Lecturer/School of Social Work/Faculty	06/10/19 08/04/19	\$2,700.00 summer session	Payment for summer teaching
Wissmar, Carrie	Associate Professor of Instruction - Summer/School of Nursing/Faculty (BUF)	06/10/19 08/18/19	\$1,350.00 for the period	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Zelko, Michele I.	Professor of Instruction - Summer/School of Nursing/Faculty	05/13/19 06/30/19	\$9,900.00 for the period (stipend)	Temporary administrative stipend for Assistant Director, Undergraduate Programs assignment
		05/13/19 06/16/19	\$1,650.00 for the period	Payment for summer teaching
Zhao, Baomei	Associate Professor - Summer/School of Social Work/Faculty	06/10/19 08/04/19	\$6,150.00 summer session	Payment for summer teaching
<u>Change</u>				
Koskey, Kristin L.	Associate Professor, Counseling/School of Counseling/Faculty (BUF)	08/24/20	\$75,973.00 9 mo	Transfer; title change from Associate Professor, Education; department change from Educational Foundations & Leadership
<u>Separation</u>				
Dickie, Jill L.	Professor, Social Work/School of Social Work/Faculty (BUF)	05/31/20	\$89,522.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Williams Honors College				
<u>Appointment/Reappointment</u>				
Kaut, Kevin P.	Professor - Summer/Williams Honors College, Office of the Dean/Faculty	07/15/19 08/18/19	\$8,325.00 summer session	Payment for summer teaching
School of Law				
<u>Appointment/Reappointment</u>				
Genetin, Bernadette B.	Professor - Summer/Law - Instruction/Faculty	06/03/19 06/29/19	\$1,200.00 for the period	Payment for teaching a course in the Law School Admission Council's Prelaw Undergraduate Scholars grant program
Gentithes, Michael	Special Lecturer	06/01/19 06/30/19	\$10,000.00 for the period	Payment for grant-funded summer research
Holte, Ryan	Assistant Professor - Summer/Law - Instruction/Faculty	06/01/19 06/30/19	\$5,000.00 for the period	Payment for grant-funded summer research
Hrdy, Camilla A.	Assistant Professor - Summer/Law - Instruction/Faculty	06/01/19 06/30/19	\$5,000.00 for the period	Payment for grant-funded summer research

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Janoski-Haehlen, Emily M.	Associate Professor - Summer/Law - Instruction/Faculty	06/03/19 06/30/19	\$1,400.00 for the period	Payment for teaching a course in the Law School Admission Council's Prelaw Undergraduate Scholars grant program
Korzun, Vera	Assistant Professor - Summer/Law - Instruction/Faculty	06/01/19 06/30/19	\$5,000.00 for the period	Payment for grant-funded summer research
Oldfield, Charles W.	Assistant Dean, Student Affairs - Law; Director, Legal Writing Program/School of Law, Office of the Dean/Contract Professional	07/01/19 06/30/20	\$12,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$87,550.00/12 mo
Thomas, Tracy A.	Professor, Law; Holder, JF Seiberling Chair in Constitutional Law; Intellectual Property Center Fellow; Director, Constitutional Law Center/Law - Instruction/Faculty	06/01/20 08/31/20	\$6,250.00 for the period (stipend)	Extension of temporary additional title and administrative stipend for Holder, JF Seiberling Chair in Constitutional Law and Director, Constitutional Law Center assignments; base salary is \$149,082.00/9 mo

Separation

Barnes, Gail K.	Professor, Law/Law - Instruction/Faculty	05/31/19	\$123,640.00 9 mo	Resignation
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College of Polymer Science & Polymer Engineering

Appointment/Reappointment

Amis, Eric J.	Professor - Summer/Department of Polymer Science/Faculty	07/01/19 08/11/19	\$41,683.70 for the period	Payment for grant-funded summer research
Chuang, Steven S.	Professor - Summer/Department of Polymer Science/Faculty	05/13/19 08/11/19	\$70,217.00 for the period	Payment for summer research; \$59,415.00 paid from grant account; \$10,802.00 paid from general fund
Dobrynin, Andrey	Professor - Summer/Department of Polymer Science/Faculty	06/03/19 06/17/19	\$9,291.57 for the period	Payment for grant-funded summer research
		07/22/19 07/29/19	\$4,645.78 for the period	Payment for grant-funded summer research
		07/29/19 08/18/19	\$13,937.35 for the period	Payment for grant-funded summer research
Gong, Xiong	Professor - Summer/Department of Polymer Engineering/Faculty	06/03/19 08/25/19	\$53,875.46 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Jana, Sadhan C.	Professor - Summer; Department Chair, Polymer Engineering/Department of Polymer Engineering/Faculty	07/01/19 08/25/19	\$36,235.03 for the period	Payment for grant-funded summer research
Jia, Li	Associate Professor - Summer/Department of Polymer Science/Faculty	06/03/19 06/30/19	\$13,145.84 for the period	Payment for grant-funded summer research
Joy, Abraham	Associate Professor - Summer/Department of Polymer Science/Faculty	06/03/19 06/30/19	\$11,909.51 for the period	Payment for grant-funded summer research
Kyu, Thein	Distinguished Professor - Summer/Department of Polymer Engineering/Faculty	06/02/19 07/14/19	\$27,580.00 for the period	Payment for summer research; \$21,268.00 paid from grant account; \$6,312.00 paid from general fund
McKenzie, Ruel	Assistant Professor - Summer/Department of Polymer Engineering/Faculty	05/27/19 06/30/19	\$10,884.00 for the period	Payment for summer research
Miyoshi, Toshikazu	Professor - Summer/Department of Polymer Science/Faculty	07/01/19 07/31/19	\$18,263.27 for the period	Payment for grant-funded summer research
Sancaktar, Erol	Professor - Summer/Department of Polymer Engineering/Faculty	05/13/19 06/02/19	\$7,956.00 for the period	Payment for grant-funded summer research
Soucek, Mark	Professor - Summer/Department of Polymer Engineering/Faculty	05/13/19 06/02/19	\$10,942.10 for the period	Payment for grant-funded summer research
		06/03/19 07/21/19	\$23,912.00 for the period	Payment for grant-funded summer research
	Professor, Polymer Engineering; Department Chair, Polymer Engineering; Sundar L. Aggarwal Professor/Department of Polymer Engineering/Faculty	07/01/19 06/30/20	\$16,000.00 12 mo (stipend) \$175,833.00 12 mo (base)	Temporary additional title and administrative stipend for Department Chair assignment; salary adjustment from \$143,863.00/9 mo; basis change from 9 mo to 12 mo
Tsige, Mesfin	Professor - Summer/Department of Polymer Science/Faculty	06/01/19 06/14/19	\$7,720.00 for the period	Payment for grant-funded summer research
		07/01/19 07/15/19	\$8,315.89 for the period	Payment for grant-funded summer research
		08/01/19 08/14/19	\$7,672.40 for the period	Payment for grant-funded summer research

08/14/2019

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vogt, Bryan D.	Professor - Summer/Department of Polymer Engineering/Faculty	05/13/19 07/21/19	\$38,256.95 for the period	Payment for grant-funded summer research
Wang, Shi-Qing	Professor - Summer/Department of Polymer Science/Faculty	06/03/19 06/30/19	\$18,995.46 for the period	Payment for grant-funded summer research
		07/01/19 07/21/19	\$14,246.59 for the period	Payment for grant-funded summer research
Zacharia, Nicole	Associate Professor - Summer/Department of Polymer Engineering/Faculty	07/01/19 08/11/19	\$15,438.17 for the period	Payment for grant-funded summer research
Zhu, Yu	Associate Professor - Summer/Department of Polymer Science/Faculty	05/13/19 06/02/19	\$7,500.00 for the period	Payment for grant-funded summer research

College of Applied Science & Technology

Appointment/Reappointment

Belcher, Marcia C.	Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 06/30/19	\$1,510.50 for the period	Payment for lead faculty for Summer Program Director for Construction Engineering Technology duties
		05/20/19 07/14/19	\$24,225.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$5,700.00 summer session	Payment for summer teaching
Carpenter, Wesley A.	Visiting Assistant Professor of Practice - Summer/Division of Engineering & Science Technology/Faculty	06/10/19 08/04/19	\$10,877.50 summer session	Payment for summer teaching
Cerrone, Kathryn L.	Associate Professor - Summer/Department of Applied General & Technical Studies/Faculty	06/10/19 08/04/19	\$10,250.00 summer session	Payment for summer teaching
Chernikova, Irina A.	Professor - Summer/Department of Applied General & Technical Studies/Faculty	06/10/19 08/04/19	\$5,700.00 summer session	Payment for summer teaching
Dilling, Scott A.	Associate Professor of Practice - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/20/19 06/30/19	\$1,500.00 for the period	Payment for lead faculty for Summer Program Director for Mechanical Engineering Technology duties

08/14/2019

40

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Dreussi, Amy S.	Professor - Summer/Department of Applied General & Technical Studies/Faculty	05/15/19	\$228.00 one time payment	Payment for Institute for Teaching and Learning assessment
		05/20/19 07/14/19	\$8,550.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
Du, Shirong	Associate Professor - Summer/Division of Business & Information Technology/Faculty	06/10/19 08/04/19	\$10,762.50 summer session	Payment for summer teaching
Farooqi, Zarreen	Professor - Summer/Division of Business & Information Technology/Faculty	05/20/19 07/14/19	\$3,562.50 summer session	Payment for summer teaching
		06/10/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
Feldt, Kevin M.	Professor - Summer/Division of Business & Information Technology/Faculty	06/10/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
Harstine, Gregory P.	Associate Professor of Practice - Summer/Division of Engineering & Science Technology/Faculty (BUF)	05/20/19 06/30/19	\$1,500.00 for the period	Payment for lead faculty for Summer Program Director for Electronic Engineering Technology duties
Herold, Kelly M.	Assistant Dean/College of Applied Science & Technology, Office of the Dean/Contract Professional	09/25/19	\$363.11 one time payment	Payment for Secondary Career-Technical Alignment Initiative Campus Liaison duties
Kandray, Daniel E.	Associate Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 07/14/19	\$7,175.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kemp, Sukanya	Professor - Summer/Department of Applied General & Technical Studies/Faculty	05/20/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
		06/10/19 08/04/19	\$3,220.50 summer session	Payment for summer teaching
		07/01/19 06/30/20	\$8,202.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Department Chair assignment; salary adjustment from \$73,818.00/9 mo; basis change from 9 mo to 12 mo
	Professor, Social Science; Interim Department Chair, Applied General & Technical Studies/Department of Applied General & Technical Studies/Faculty		\$90,222.00 12 mo (base)	
Kropff, Janet S.	Professor - Summer/Division of Business & Information Technology/Faculty	06/10/19 08/04/19	\$17,100.00 summer session	Payment for summer teaching
Lillard, Jennifer	Assistant Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 06/30/19	\$1,508.75 for the period	Payment for lead faculty for Summer Program Director for Corrosion Engineering Technology duties
Milks, Andrew E.	Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 07/14/19	\$484.50 summer session	Payment for summer teaching
Nicholas, John B.	Professor - Summer/Division of Business & Information Technology/Faculty	05/20/19 07/14/19	\$17,100.00 summer session	Payment for summer teaching
		09/12/19	\$1,407.00 one time payment	Payment for Secondary Career-Technical Alignment Initiative work through Ohio Department of Higher Education for Cybersecurity
Ragins, Dennis J.	Visiting Assistant Professor - Summer/Disaster Science & Emergency Services/Faculty	05/13/19 08/28/19	\$15,075.00 for the period	Payment for overseeing activities for the Training Center for Fire & Hazardous Materials
Ramlo, Susan E.	Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 06/30/19	\$1,026.00 for the period	Payment for lead faculty for Summer Program Director for General Technology duties

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Schuller, Gary A.	Professor, Surveying & Mapping Technology/Engineering & Science Technology/Faculty (BUF)	05/20/19 07/14/19	\$4,987.50 summer session	Payment for summer teaching
		05/20/19 06/09/19	\$6,412.50 summer session	Payment for summer teaching
		05/20/19 06/30/19	\$1,510.50 for the period	Payment for lead faculty for Summer Program Director for Surveying and Mapping duties
		06/10/19 08/04/19	\$14,250.00 summer session	Payment for summer teaching
		08/24/20 05/17/21	\$67,324.00 9 mo	Notice of intent to seek reemployment in accordance with AAUP collective bargaining agreement article 25
Schwartz, Robert M.	Professor - Summer/Disaster Science & Emergency Services/Faculty	06/10/19 07/14/19	\$3,562.50 summer session	Payment for summer teaching
Shubat, Larry C.	Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 07/14/19	\$5,700.00 summer session	Payment for summer teaching
		05/20/19 06/30/19	\$1,510.50 for the period	Payment for lead faculty for Summer Program Director for Graphic and Land Information Systems duties
Smith, Stanley H.	Visiting Assistant Professor - Summer/Disaster Science & Emergency Services/Faculty	05/13/19 08/28/19	\$10,050.00 for the period	Payment for summer activities in the High Tech Forensic Lab
Webb Bronstrup, Kelly	Associate Professor - Summer/Department of Applied General & Technical Studies/Faculty	05/20/19 07/14/19	\$6,150.00 summer session	Payment for summer teaching
Willett, Stacy L.	Professor - Summer/Disaster Science & Emergency Services/Faculty	05/20/19 08/18/19	\$8,550.00 for the period	Payment for summer teaching
Wise, Craig	Associate Professor - Summer/Division of Engineering & Science Technology/Faculty	05/20/19 07/14/19	\$6,580.50 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Johanyak, Michael F.	Interim Associate Dean, College of Applied Science Technology; Professor, Technical Writing & Composition/College of Applied Science & Technology, Office of the Dean/Faculty	07/01/19	\$131,840.00 12 mo	Relinquish additional title of Acting Department Chair, Applied General & Technical Studies

Separation

Johanyak, Michael F.	Interim Associate Dean, College of Applied Science Technology; Professor, Technical Writing & Composition/College of Applied Science & Technology, Office of the Dean/Faculty	05/30/20	\$131,840.00 12 mo	Resignation; participating in Voluntary Separation or Retirement Program
Kent, Mark S.	Manager, Crystal Room Operations/Division of Business & Information Technology/Staff	06/30/19	\$3,105.05 biweekly	Retirement
Pope, Susan H.	Professor, Business Management Technology/Division of Business & Information Technology/Faculty (BUF)	05/31/20	\$87,575.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

Wayne College

Appointment/Reappointment

Hartsock, Angela	Assistant Professor - Summer/Biology-Wayne College/Faculty	06/10/19 07/14/19	\$7,687.50 summer session	Payment for summer teaching
Howley, Heather A.	Associate Professor - Summer/General Studies: Effective Oral Communication-Wayne College/Faculty	06/10/19 07/14/19	\$4,100.00 summer session	Payment for summer teaching
Loesch, Jack A.	Associate Professor - Summer/Economics-Wayne College/Faculty	06/10/19 08/04/19	\$12,300.00 summer session	Payment for summer teaching
Maroli, John A.	Senior Lecturer/Developmental Programs-Wayne College/Faculty	06/10/19 07/14/19	\$2,200.30 summer session	Payment for summer teaching
Obiekwe, Jerry C.	Professor - Summer/Mathematics-Wayne College/Faculty	06/10/19 08/04/19	\$11,400.00 summer session	Payment for summer teaching

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Snow, Alan J.	Associate Professor - Summer/Biology-Wayne College/Faculty	06/10/19 08/04/19	\$10,762.50 summer session	Payment for summer teaching
Weinstein, Paul B.	Professor - Summer/History-Wayne College/Faculty	06/10/19 07/14/19	\$9,490.50 summer session	Payment for summer teaching
<u>Separation</u>				
Teague, Colleen M.	Associate Professor, Business & Office Technology; Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	05/31/20	\$76,866.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Weinstein, Paul B.	Professor, History/History-Wayne College/Faculty (BUF)	05/31/20	\$90,667.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Office of Athletics

Appointment/Reappointment

Pettipiece, Meaggan	Head Women's Softball Coach/Office of Athletics/Contract Professional	07/23/19	\$85,000.00 12 mo	Appointment vice J. Jones
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Office of Academic Affairs

Change

Wilder, Joseph W.	Interim Associate Academic Officer; Professor, Mathematics/Office of Academic Affairs/Faculty	05/01/20 06/30/20	\$155,120.00 12 mo	Extension of appointment for Interim Associate Academic Officer
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Vice President, Development

Separation

Hopper, Megan	Director of Development & Strategic Initiatives/Department of Development/Contract Professional	08/16/19	\$85,400.00 12 mo	Resignation
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Buchtel College of Arts & Sciences

Separation

Felley, Kathryn M.	Associate Professor, Sociology/Department of Sociology/Faculty (BUF)	05/31/20	\$92,979.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Holda, James H.	Associate Professor, Biology/Department of Biology/Faculty (BUF)	07/27/19	\$78,075.00 9 mo	Deceased; participating in Voluntary Separation or Retirement Program
Shott, Michael	Professor, Archaeology/Department of Anthropology & Classical Studies/Faculty (BUF)	05/31/20	\$116,388.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Sperling, James C.	Professor, Political Science/Department of Political Science/Faculty (BUF)	05/31/20	\$113,324.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Subich, Linda M.	Interim Dean, Buchtel College of Arts & Sciences; Distinguished Professor, Psychology; Fellow, Institute of Life-Span Development & Gerontology/Arts & Science's Dean's Office/Faculty	05/31/20	\$200,000.00 12 mo	Retirement; participating in Voluntary Separation or Retirement Program
Zipp, John F.	Professor, Sociology/Department of Sociology/Faculty (BUF)	05/31/20	\$149,731.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

College of Business Administration

Separation

Mahar, Chris M.	Assistant Professor, Marketing/Department of Marketing/Faculty (BUF)	07/18/19	\$118,958.00 9 mo	Resignation
Myers, Steven C.	Associate Professor, Economics/Department of Economics/Faculty (BUF)	05/31/20	\$99,235.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Nelson, Michael A.	Professor, Economics; Department Chair, Economics/Department of Economics/Faculty	05/31/20	\$174,105.00 12 mo	Retirement; participating in Voluntary Separation or Retirement Program
Renna, Francesco	Associate Professor, Economics/Department of Economics/Faculty (BUF)	05/31/20	\$101,528.00 9 mo	Resignation; participating in Voluntary Separation or Retirement Program

LeBron James Family Foundation College of Education

Separation

Broadway, Francis S.	Professor, Education/Department of Curricular & Instructional Studies/Faculty (BUF)	05/31/20	\$92,324.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
Clark, Susan G.	Professor, Education/Department of Educational Foundations & Leadership/Faculty (BUF)	05/31/20	\$125,260.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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School of Law

Separation

Cravens, Sarah M.	Professor, Law; Fellow, Joseph G. Miller & William C. Becker Center/Professional Responsibility; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	8/25/2019	\$156,316.00 9 mo	Resignation
Holte, Ryan	Associate Professor, Law; David L. Brennan Professor, Law Chair; Director, Center for Intellectual Property Law & Technology/Law - Instruction/Faculty	07/26/19	\$134,930.00 9 mo	Resignation

College of Polymer Science & Polymer Engineering

Separation

Amis, Eric J.	Professor, Polymer Science/Department of Polymer Science/Faculty (BUF)	08/31/19	\$265,909.00 9 mo	Retirement
Min, Younjin	Assistant Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	06/30/19	\$97,455.00 9 mo	Resignation
Pugh, Coleen	Professor, Polymer Science/Department of Polymer Science/Faculty (BUF)	05/18/19	\$160,387.00 9 mo	Resignation
Reneker, Darrell H.	Distinguished Professor, Polymer Science/Department of Polymer Science/Faculty (BUF)	08/31/19	\$227,679.00 12 mo	Retirement
Vogt, Bryan D.	Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	07/20/19	\$145,191.00 9 mo	Resignation

College of Applied Science & Technology

Separation

Chernikova, Irina A.	Professor, Technical Mathematics/Department of Applied General & Technical Studies/Faculty (BUF)	05/31/20	\$81,879.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Mehlberg, Timothy R.	Associate Professor, Hospitality Management/Department of Business & Information Technology/Faculty (BUF)	05/31/19	\$65,072.00 9 mo	Retirement
Shubat, Larry C.	Professor, Surveying & Mapping Technology/Division of Engineering & Science Technology/Faculty (BUF)	05/31/20	\$94,084.00 9 mo	Retirement; participating in Voluntary Separation or Retirement Program

Wayne College

Appointment/Reappointment

Schoenewald, Catherine S.	Coordinator Nursing - Wayne College/Nursing - Wayne College/Contract Professional	08/12/19	\$80,000.00 12 mo	Appointment
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

Office of the President

Change

Green, John C.	Special Assistant to the President for Strategy and Transition; Distinguished Professor, Political Science; Director, Ray C. Bliss Institute of Applied Politics/Office of the President/Faculty	10/01/2019 01/31/2020	\$319,000.00 12 mo	Relinquish Interim President assignment
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THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
123	24375	Dir Development & Strat Init	Exempt		5/22/19
122	24376	Dir Development Athletics	Exempt		7/11/19
122	25130	Energy Manager	Exempt		7/14/19
999	29645	Proj Coord/Publications Mgr	Non- Exempt		6/25/19

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
118	41241	Asst to Dir	Non-exempt		8/2/19

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in Talent Development & Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in Talent Development & Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months' notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to Talent Development & Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Talent Development & Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by Interim President John C. Green, dated August 14, 2019, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

PROCUREMENTS FOR MORE THAN \$500,000



DATE: July 29, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Board of Trustees Consideration and Approval: Awards Exceeding \$500,000

As requested of me, I provide to you the following procurements, which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on August 14, 2019.

1. Roo Express Shuttle Service Operator (Auxiliary Fund)

Parking and Transportation Services is proposing an award to ABM Parking Services (ABM), the incumbent vendor since 2008, to operate the Roo Express Shuttle Service for the period September 1, 2019 through August 31, 2022 with renewal options of up to four years via two additional two-year periods upon mutual consent.

A Request for Proposal (RFP) was issued during June 2019, and four proposals were received and quantitatively and qualitatively evaluated with ABM selected as the best value. The pricing is as follows:

- **ABM Parking Services – \$1,548,000 or approximately \$516,000 annually**
- LED Inc. - \$1,677,000 or approximately \$559,000 annually
- LAZ Parking Midwest LLC - \$1,842,000 or approximately \$614,000 annually
- Central Ohio Shuttle Service - \$2,472,000 or approximately \$824,000 annually

The cost for ABM for the fiscal years ended June 30, 2017 through 2019 averaged \$665,000. The rate per hour of operation for the current award is slightly higher than prior years. Instead, the cost reduction is largely attributable to a consolidation of routes which will provide similar service levels while reducing the number of service hours.

An award to ABM Parking Services is recommended by Parking and Transportation Services and the Department of Purchasing. The contract was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that an award be made to ABM Parking Services in the amount of \$1,548,000 and request approval of the Board of Trustees at its meeting on August 14, 2019.

2. Infrastructure Improvements - Vaults (State Capital Funds)

The Office of Capital Planning and Facilities Management is proposing an award to Dan Terreri & Sons, Inc. in the amount of \$1,088,800 to replace the Martin Fountain vault and rework the Computer Center vault.

A project request was issued during June 2019, and two bids were received as follows:

Vendor	Bid
Dan Terreri & Sons, Inc.	\$1,088,800
Lockhart Concrete	\$1,228,000

An award to Dan Terreri & Sons, Inc. is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as its bid is deemed the lowest responsible bid. Should the Board approve the transaction, the vendor award will occur once the Controlling Board approves it and after General Counsel completes its review for legal form and sufficiency.

I recommend that an award be made to Dan Terreri & Sons, Inc. in the amount of \$1,088,800 and request approval of the Board of Trustees at its meeting on August 14, 2019.

3. Medina Lab Renovation (State Capital Funds, General Fund, and Donations)

The Office of Capital Planning and Facilities Management is proposing an award to Feghali Brothers, LLC in the amount of \$697,000 to renovate an existing surgical technology lab to support several natural science classes.

A project request was issued during June 2019, and six bids were received as follows:

Vendor	Bid
Feghali Brothers, LLC	\$697,000
Crown Commercial Construction, Inc.	\$723,883
The Ruhlin Company	\$760,400
Engleke Construction Solutions LLC	\$776,711
CSS	\$780,864
AM Higley	\$793,700

An award to Feghali Brothers, LLC is recommended by the Office of Capital Planning and Facilities Management and the Department of Purchasing as its bid is deemed the lowest responsible bid. Should the Board approve the transaction, the vendor award will

occur once the Controlling Board approves it and after General Counsel completes its review for legal form and sufficiency.

I recommend that an award be made to Feghali Brothers, LLC in the amount of \$697,000 and request approval of the Board of Trustees at its meeting on August 14, 2019.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Acceptance of Procurements for More Than \$500,000

BE IT RESOLVED, that the following recommendations presented by the Finance & Administration Committee on August 14, 2019 be approved:

Award to ABM Parking Services a contract to operate the Roo Express Shuttle Services for the period September 1, 2019 through August 31, 2022 in the amount of \$1,548,000.

Award to Dan Terreri & Sons, Inc. a contract to replace the Martin Fountain vault and rework with Computer Center vault in the amount of \$1,088,800.

Award to Feghali Brothers, LLC a contract to renovate an existing surgical technology lab in the amount of \$697,000.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

NAMING OPPORTUNITIES

- a) THE KEITH A. JR. AND STEPHANIE L.
CLINE ATHLETICS LEADERSHIP
ACADEMY**

- b) THE JOSEPH C. '76 AND CARRIE J.
HETE TECHNOLOGY COMMON**



DATE: July 30, 2019

TO: Paula D. Neugebauer, Coordinator
Office of the Board of Trustees

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Proposed Resolutions for Naming the Athletics Leadership Academy and an area
in the College of Business Administration

Please find attached two resolutions detailing recommended actions to name the Athletics Leadership Academy and an area with the College of Business Administration in honor of the respective donors who have generously supported these two developments.

The first resolution is for naming the Athletics Leadership Academy in honor of University of Akron alumni, Keith A. Cline, Jr. and Stephanie L. Cline. Mr. and Mrs. Cline generously committed \$1,250,000 to the Academy, which will provide leadership development opportunities to University of Akron student-athletes. In appreciation of their commitment, naming the Academy as The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy would be a fitting recognition of their support and devotion to Akron Athletics and The University of Akron and its students.

The second resolution is for naming an area in The University of Akron College of Business Administration in honor of University of Akron alumnus, Joseph C. Hete, and his wife Carrie J. Hete. Mr. and Mrs. Hete provided a significant gift to renovate and equip an area in the College which leads to the Anthony J. Alexander Professional Development Center currently under construction. In appreciation of their gift, naming the area as The Joseph C. '76 and Carrie J. Hete Technology Common would be a fitting recognition of their support and devotion to the University, the College of Business Administration and its students.

These proposed naming recommendations are appropriate and consistent with the University's Named Gift and Endowment Opportunities Policy Statement, Guidelines and Procedures.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Pertaining to the Naming of
The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy

WHEREAS, Keith A. Cline, Jr. and Stephanie L. Cline are alumni of The University of Akron, with Keith A. Cline, Jr. having graduated summa cum laude in 1992 with a Bachelor of Science degree in Accounting and in 2002 with a Master of Business Administration in Finance; and Stephanie Cline having graduated in 1994 with a Bachelor of Arts in Social Work; and

WHEREAS, Keith A. Cline, Jr. was a member of Delta Tau Delta fraternity and was inducted into the Beta Gamma Sigma honorary society; and

WHEREAS, Stephanie L. Cline has been a longtime advocate for people in need, donating her time and resources to many charitable organizations, including those that support military veterans, caregivers and spouses, and the abolishment of human trafficking; and

WHEREAS, Keith A. Cline, Jr. has held financial management and leadership positions with several leading U.S. retailers, including having served as the president and chief executive officer for La Quinta, Inc., prior to being named to his current position as the president and chief executive officer for CorePoint Lodging, Inc., a publicly traded real estate investment trust, which owns more than 300 hotels, including all La Quinta branded hotels; and

WHEREAS, Keith A. Cline, Jr. and Stephanie L. Cline have committed \$1,250,000 to The University of Akron in support of the Athletics Leadership Academy, which will offer leadership and development training and programming for University of Akron student-athletes; Now, Therefore,

BE IT RESOLVED, That the Athletics Leadership Academy be named The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy in honor of Keith A. Cline, Jr. and Stephanie L. Cline's support for the academy and their devotion to Akron Athletics and The University of Akron and its students.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Pertaining to the Naming of
The Joseph C. '76 and Carrie J. Hete Technology Common

WHEREAS, Joseph C. Hete is an alumnus of The University of Akron, having graduated with a Bachelor of Science degree in Accounting in 1976; and

WHEREAS, during his distinguished business career, Joseph C. Hete has held executive positions with ABX Air and currently serves as president and chief executive officer of Air Transport Services Group, which, through its subsidiaries, provides: air cargo transportation; aircraft leasing, maintenance and modification; aircraft ground crew support; aircraft parts sales; and additional services for the air cargo transportation and package delivery industries; and

WHEREAS, Joseph C. Hete and his wife Carrie J. Hete have provided generous support to The University of Akron since 1985, including the establishment of The Joseph C. Hete and Family Endowed Scholarship to assist business students; and

WHEREAS, Joseph C. Hete was recognized by his alma mater in 2013 as a recipient of the Dr. Frank L. Simonetti Distinguished Business Alumni Award, and he continues to provide leadership to the University through his service as a member of The University of Akron Foundation Board of Directors; and

WHEREAS, Joseph C. Hete, and Carrie J. Hete, have provided a gift to The University of Akron in support of the Technology Common near the Anthony J. Alexander Professional Development Center within the College of Business Administration; Now, Therefore,

BE IT RESOLVED, That Room 102 located on the first floor of the College of Business Administration building be named The Joseph C. '76 and Carrie J. Hete Technology Common in honor of Joseph and Carrie Hete's support for and steadfast devotion to the College of Business Administration, The University of Akron, and its students.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

GIFTS



DATE: August 5, 2019

TO: Kimberly M. Cole
Vice President, Advancement
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2019 (July 1 – June 30, 2019)

Attached are gift attainment charts for fiscal year 2019. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1, 2018 to June 30, 2019.

Of note:

- Total attainment from July 1, 2018 to June 30, 2019 is \$33,842,686, a 24 percent increase over attainment during the same time period in fiscal year 2018.
- Giving to scholarships increased by 28 percent in fiscal year 2019 over fiscal year 2018, including a 70 percent boost in current gifts for immediate scholarship awards.
- From July 1, 2018 to June 30, 2019, the total amount given by alumni, friends, corporations/organizations, and foundations, was more than in fiscal year 2018 in all these donor constituencies, with foundations up by 6 percent, corporations/organizations up by 18 percent, friends up by 31 percent, and alumni up by 14 percent.

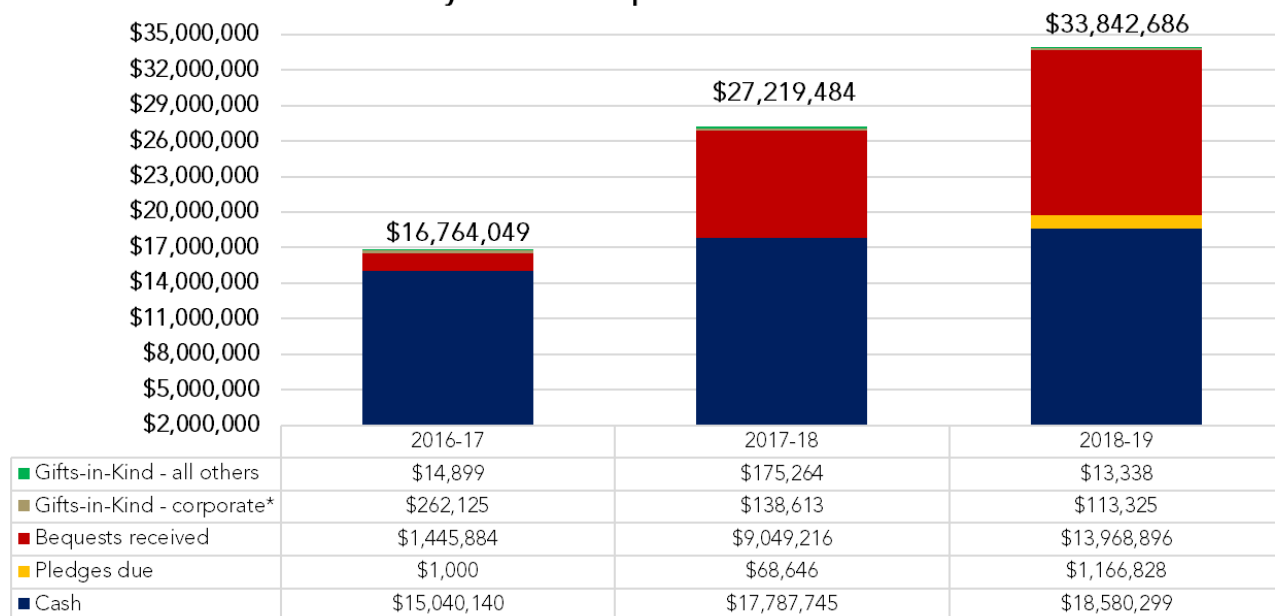
With your approval, I request submission of this report to the Board of Trustees for approval at its August 14, 2019 meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

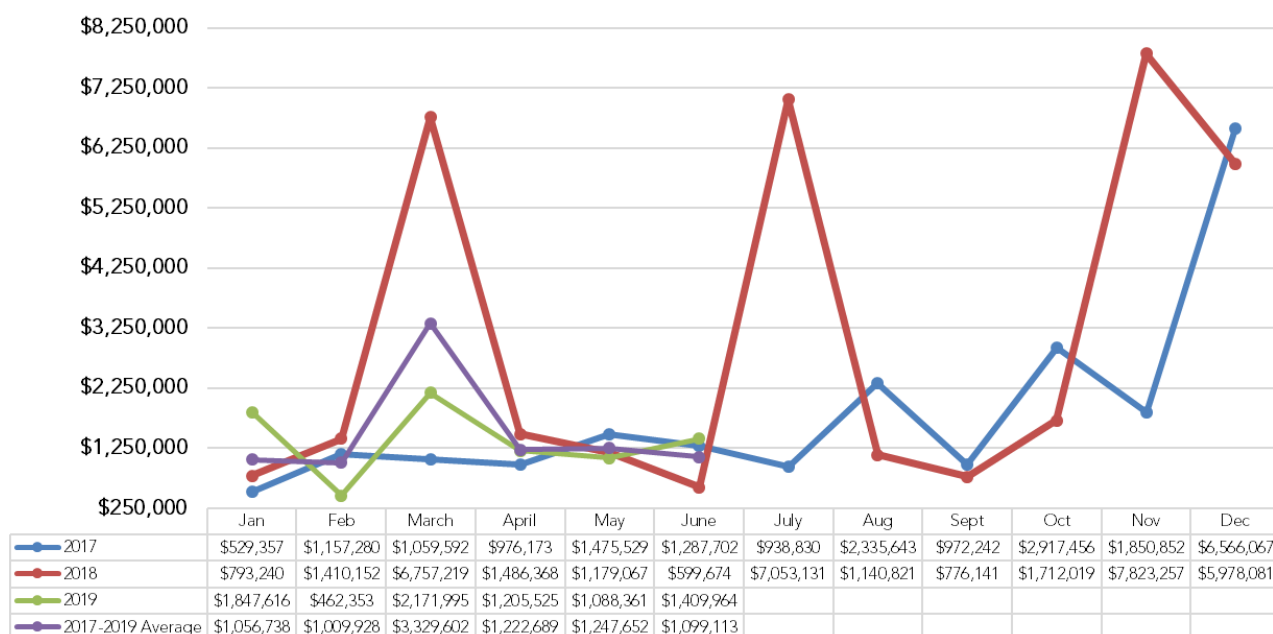
DEPARTMENT OF DEVELOPMENT FY 2019 Attainment July 1, 2018 through June 30, 2019

The University of Akron and The University of Akron Foundation Gifts and Pledges July 1 - June 30 | FY2017 - FY2019



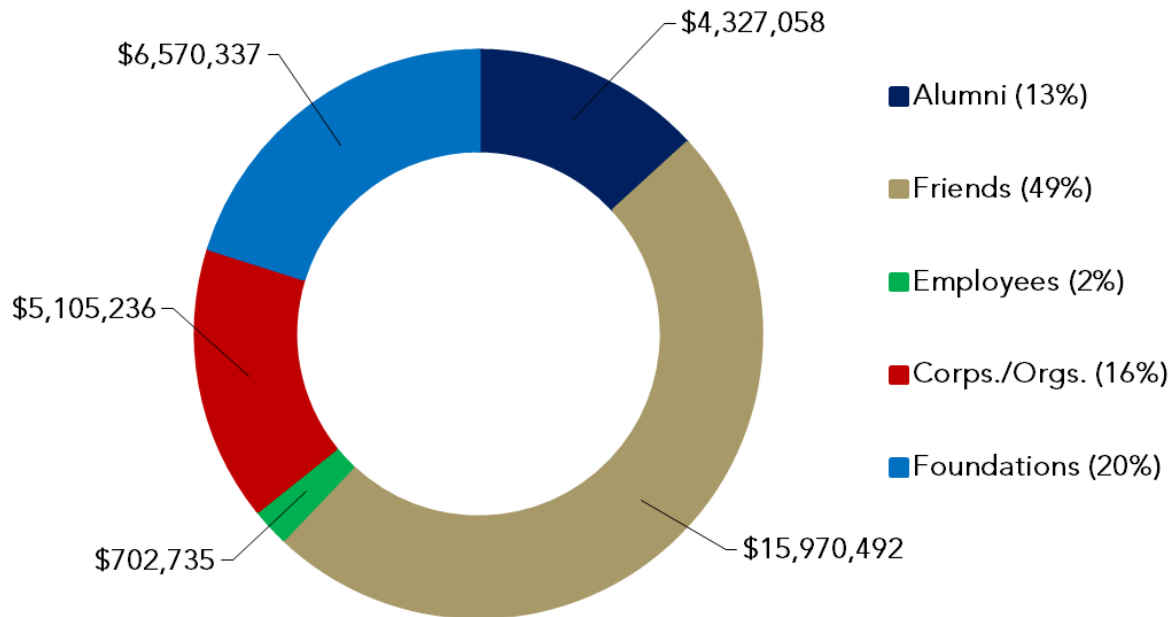
*Does not include gifts-in-kind from Siemens, SAP and Synopsys

The University of Akron and The University of Akron Foundation Monthly Trend Report - Giving Calendar Years 2017 - 2019

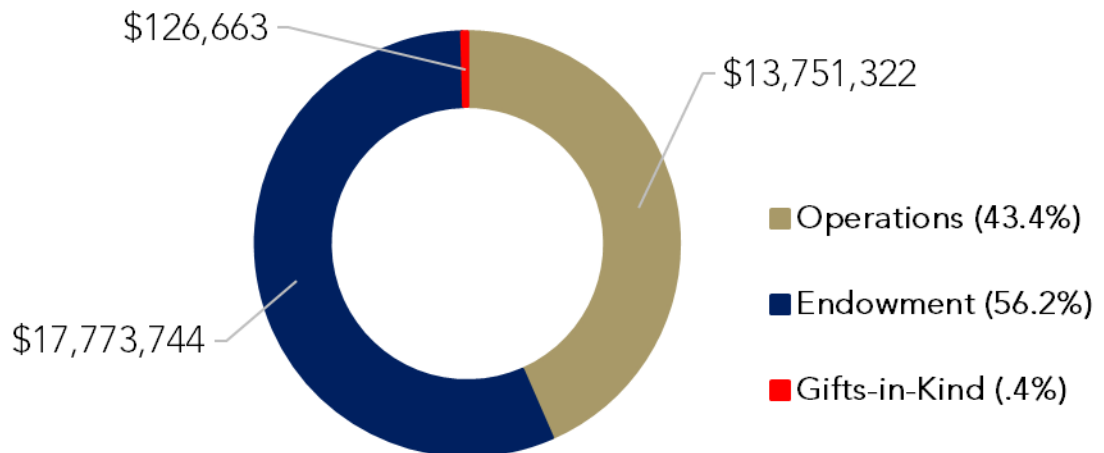


Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1 - June 30, 2019 | FY 2019

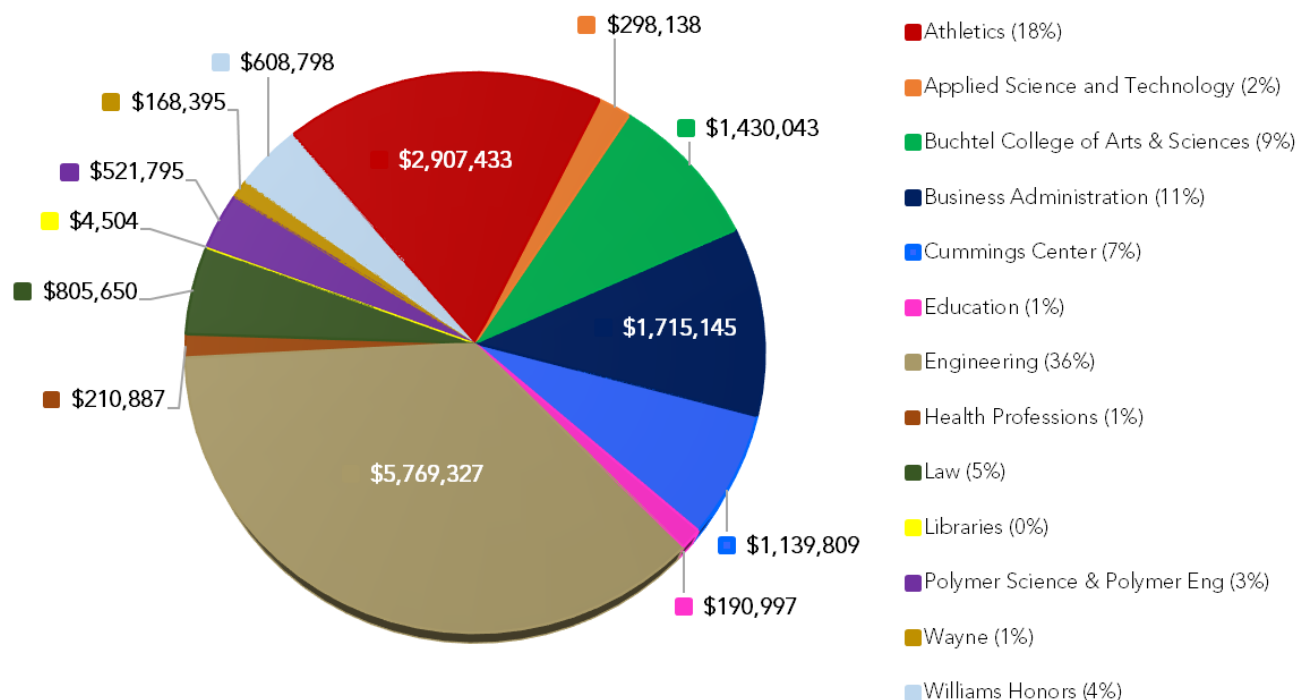


The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1 - June 30, 2019 | FY 2019

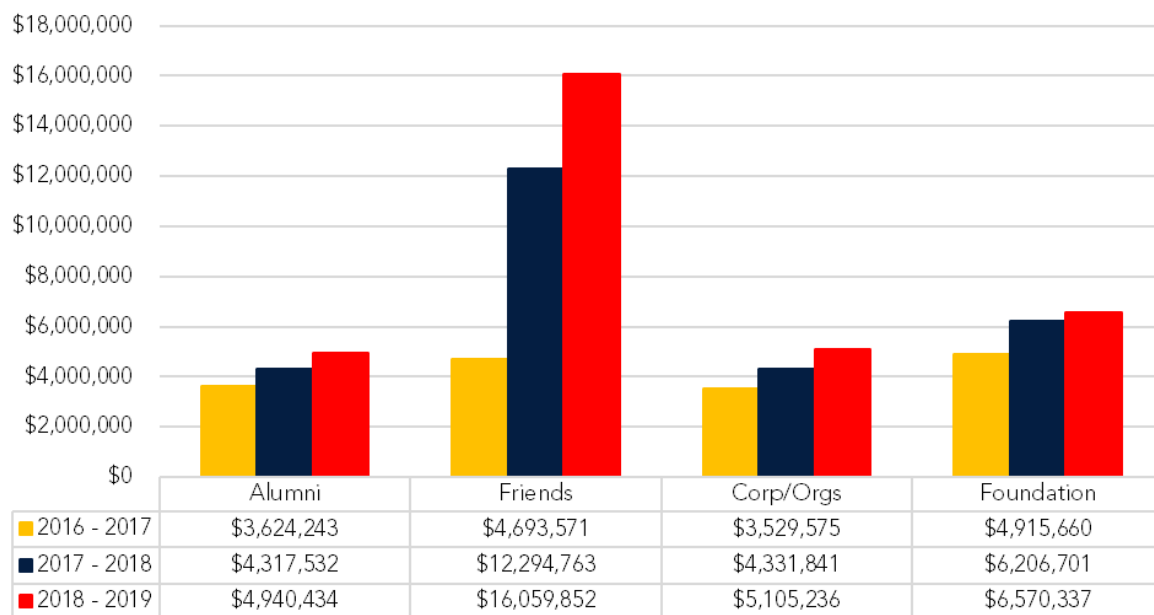


Attachment A

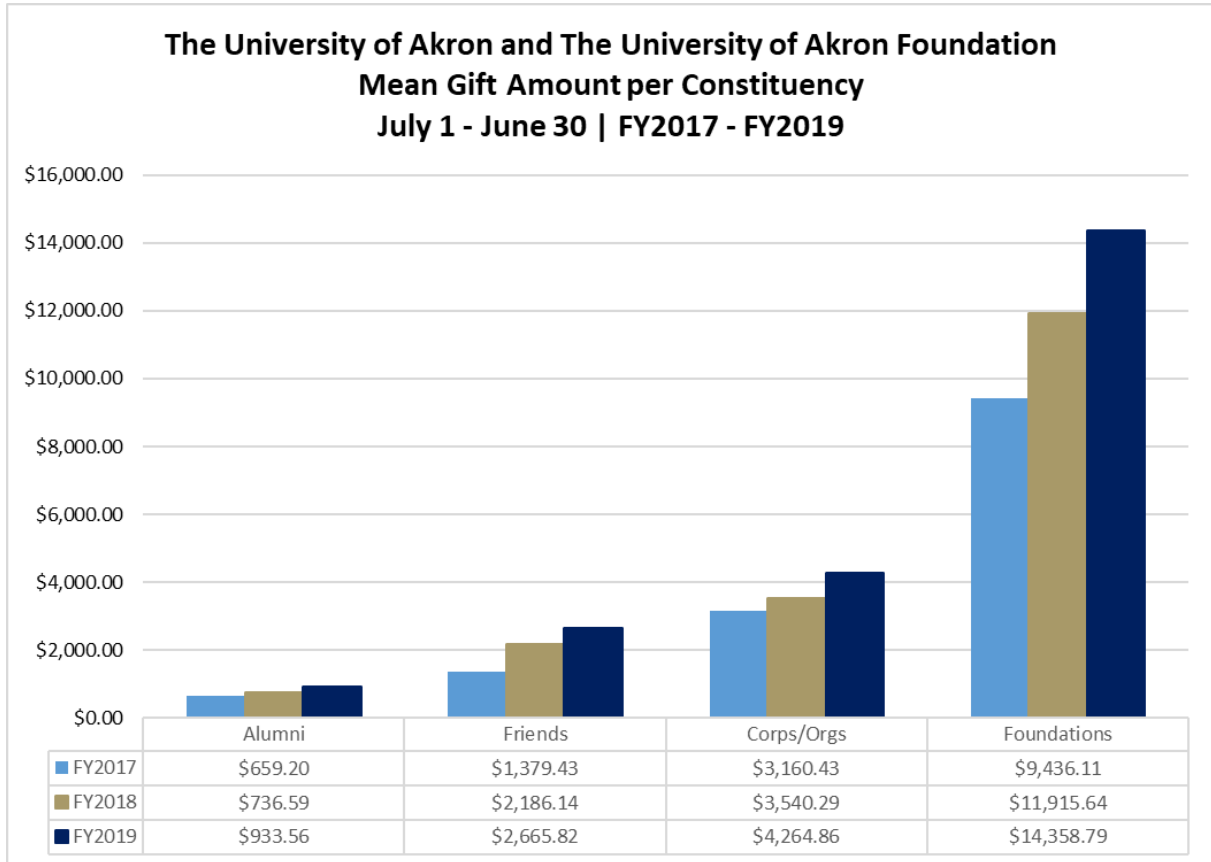
The University of Akron and The University of Akron Foundation Gifts (no pledges) by Academic Area July 1 - June 30, 2019 | FY 2019



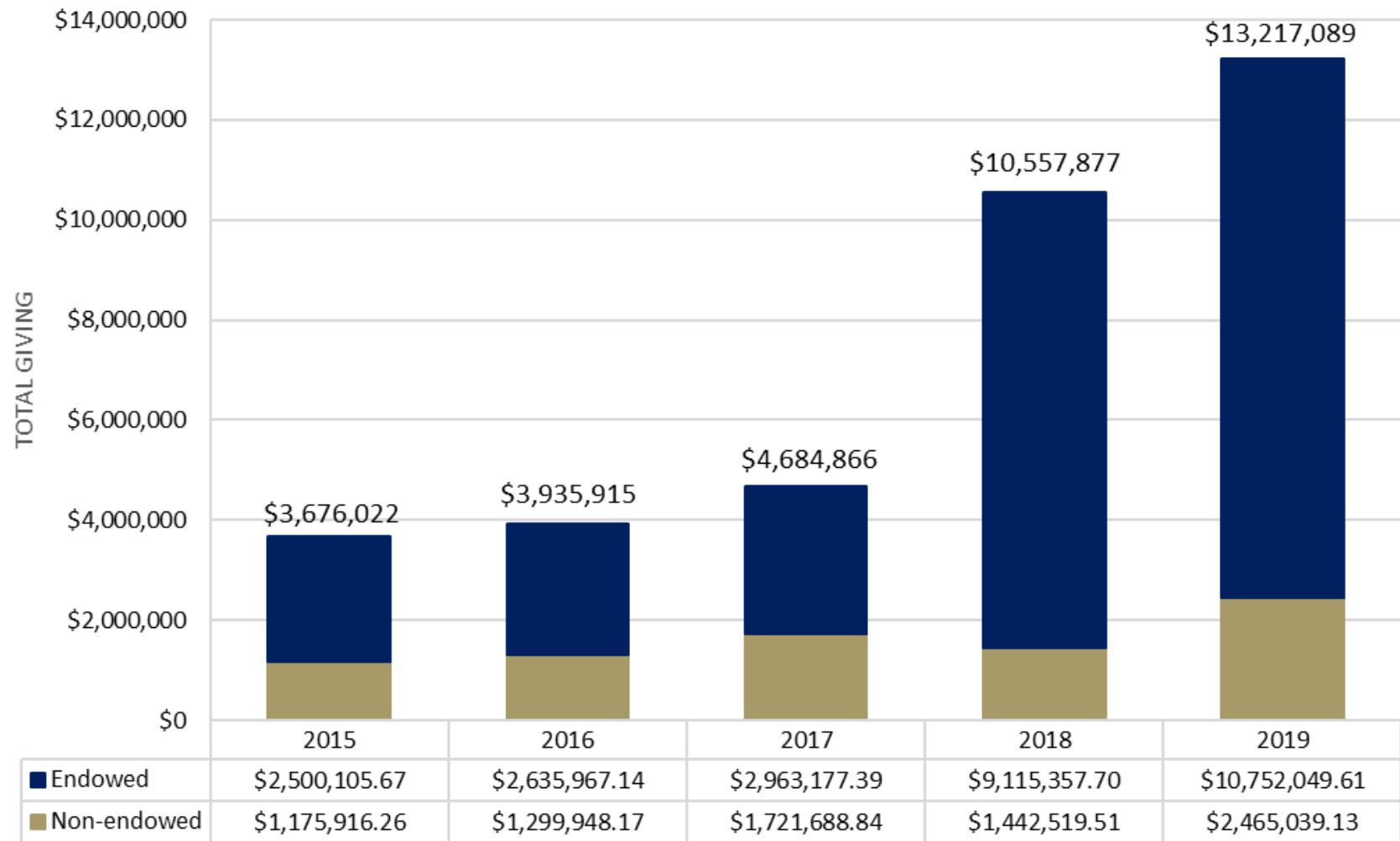
The University of Akron and The University of Akron Foundation Gifts by Constituent Type July 1 - June 30 | FY 2017 - FY 2019



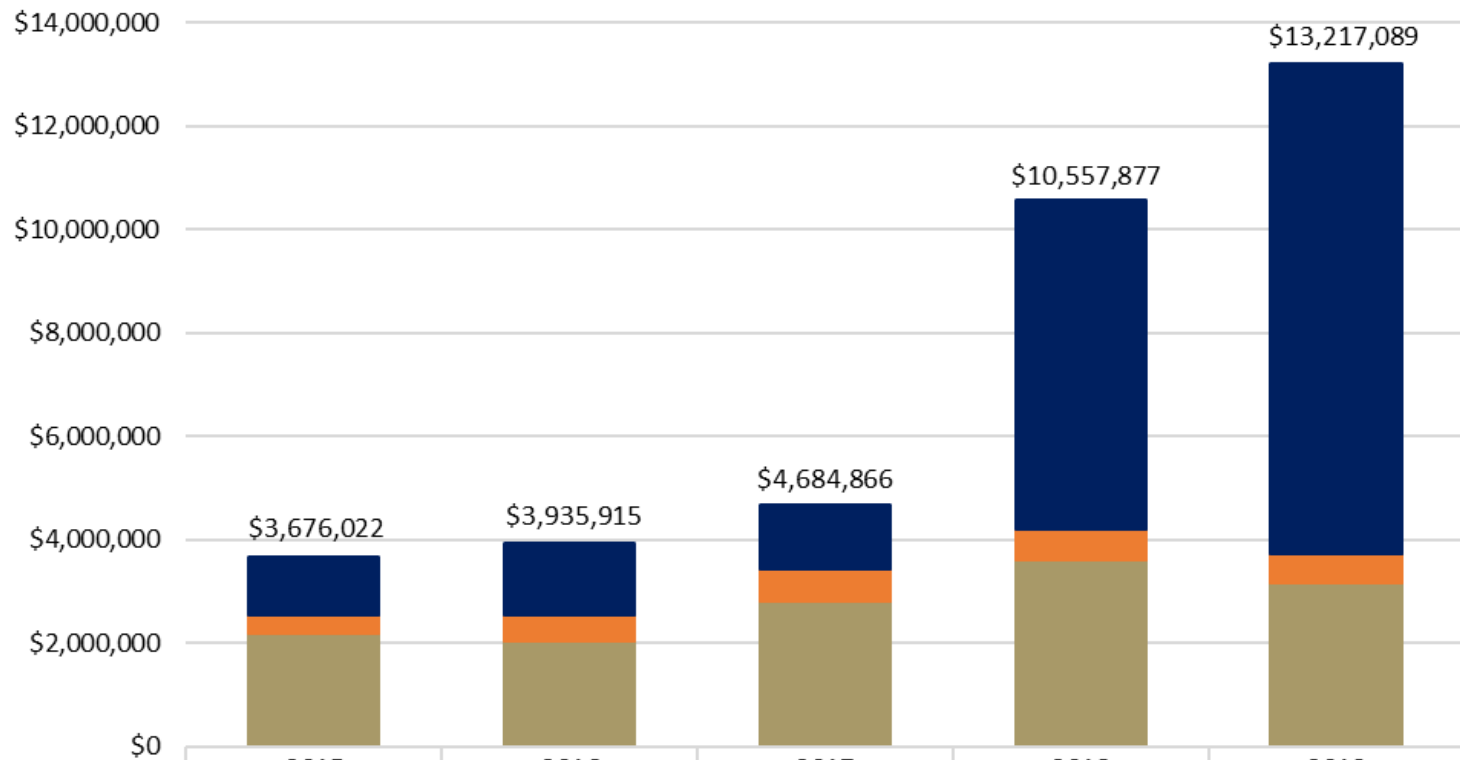
Attachment A



**The University of Akron and University of Akron Foundation
Giving to Scholarships: Endowed vs. Non-endowed
July 1 - June 30 | FY 2015 - FY 2019**



**The University of Akron and The University of Akron Foundation
Giving to Scholarships by Gift Type
July 1 - June 30 | FY 2015 - FY 2019**



	2015	2016	2017	2018	2019
■ Bequest Gifts	\$1,128,177.58	\$1,391,181.20	\$1,268,832.10	\$6,347,997.61	\$9,479,786.43
■ Pledge Payments	\$379,231.89	\$508,783.36	\$617,540.70	\$592,201.93	\$571,555.88
■ Gifts	\$2,168,612.46	\$2,035,950.75	\$2,798,493.43	\$3,617,677.67	\$3,165,746.43

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Acceptance of Gift Income Report for July 2018 through June 2019

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 14, 2019, pertaining to acceptance of the Gift Income Report for July 2018 through June 2019, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

INFORMATIONAL PURCHASE REPORTS

a) \$25,000 TO \$500,000



DATE: July 29, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for May and June 2019 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office • 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
May 2019
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	MathWorks Inc.	98708	\$ 90,869	MathWorks Renewal for Campus Matlab
	Hickok AE LLC	98526	82,188	Heat Plate Exchanger
	Technology Purchasing Partners LLC	98667	43,427	Epson Projectors for Classrooms (21)
	Becton Dickinson and Company	98245	43,220	Accuri C6 Cytometer
	Audio Visual Innovations Inc.	98511	11,510	Distance Learning Equipment for Goodyear Polymer
	Contract Source Inc.	98608	36,699	Bierce Library Armless Chairs (100)
	Subtotal		\$ 307,913	
Auxiliary	Transact Campus Inc.	98648	\$ 136,273	Annual Software Agreement Renewal
	OES Inc.	98620	101,923	InfoCision Stadium Scoreboard Parts and Service
	Millcraft Paper Co. Inc.	B1951746	59,000	Blanket PO for Various Paper Stock & Printing Supplies
	Bob McCloskey Agency LLC	98531	55,104	Basic Athletic Claims Fund Payment Spring 2019
	Subtotal		\$ 352,300	
Grant	Thermo Electron North America LLC	98701	\$ 35,347	Ultimate 3000 Binary SD Chromatography System
Restricted	Audio Visual Innovations Inc.	98511	\$ 27,949	Distance Learning Equipment for Goodyear Polymer
Plant	Glaus Pyle Schomer Burns & DeHaven Inc.	98365	\$ 136,818	Architectural and Engineering Services for Infrastructure Improvements for Vaults
	Contract Source Inc.	98546	32,843	Polsky ICS Test Bed Furniture
	Subtotal		\$ 169,661	
	Total		\$ 893,170	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO for Audio Visual Innovations Inc., PO Number 98511 totaled \$39,459 with portions charged to General Fund and Restricted Fund in the amounts of \$11,510 and \$27,949, respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
June 2019
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Ohio State University	98891	\$ 81,942	Campus-Wide Software Licenses, Support and Training
	Carl Zeiss Microscopy LLC	98694	67,057	Petrographic Microscopes for Olson Research
	Pritt Entertainment Group LLC	98854	51,530	Football Video Production Services
	Apple Online Store	Pcard	49,283	iMacs for Communication Department Lab (17)
	TA Instruments-Waters LLC	98975	47,500	Relative Humidity Fixture for DMA Instrument
	John Deere Company	99018	39,137	John Deere Cab Vehicles for Environmental Health (2)
	JEOL USA Inc.	98973	35,970	Scanning Electron Microscope Upgrade
	Bassak Brothers Inc.	98741	35,360	Chilled Water Coil
	Audio Visual Innovations Inc.	98886	32,084	Medina Campus Distance Learning Equipment
	Dell	Pcard	26,615	Computers for CBA Computer Lab (21)
	Graybar Electric Inc.	98724	26,507	Fluke Analyzers
	Subtotal		\$ 492,985	
Auxiliary Restricted	Classic Teleproductions Inc.	98855	\$ 156,000	Digital Video Production Services for Athletic Events (35)
	Dell	Pcard	31,684	Computers for CBA Computer Lab (25)
	Steinway Hall - Akron Inc.	98845	74,600	Steinway Ebony Finish Piano
	Subtotal		\$ 106,284	
Plant	CDW Government Inc.	98953	\$ 497,587	HPE Synergy for Virtual Servers for Ohio Cyber Range Institute
	Ohio State University	98875	326,531	Virtual Software for Ohio Cyber Range
	Hilscher-Clarke Electric Company	98917	191,000	General Construction Trades for EJ Thomas Lighting Upgrade
	Chemtreat Inc.	Pcard	149,095	Treatment Chemicals for Chilled Water System
	CDW Government Inc.	98952	142,131	HP Nimble Disk Storage Environment for Ohio Cyber Range Institute
	CDW Government Inc.	98954	91,743	IXIA- BOM Data Backup Software for Ohio Cyber Range Institute
	Subtotal		\$ 1,398,087	
	Total		\$ 2,153,356	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

INFORMATIONAL PURCHASE REPORTS

b) MORE THAN \$500,000 WITH PRIOR APPROVAL



DATE: July 29, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Board of Trustees Informational Items: Awards Exceeding \$500,000

As requested of me, I provide to you the following report for you to share with the Board of Trustees at its meeting on August 14, 2019.

1. West Campus Parking Deck (General Fund and Auxiliary Fund)

The following summary is intended to satisfy Board of Trustees Resolution 6-5-19 which you sought during the June 2019 Board meeting as preauthorization to procure construction services.

As you know, the Department of Purchasing and Office and Capital Planning and Facilities Management issued a Request for Proposal (RFP) seeking bids for construction services for the West Campus Parking Deck.

Five proposals were received as follows:

Vendor	Bid
Nathan Contracting, LP	\$1,450,888
Western Specialty	\$1,500,360
Gutknecht Construction	\$1,634,875
CBR Construction	\$1,650,047
Pullman	\$1,956,272

The Department of Purchasing awarded Nathan Contracting, LP a contract in the amount of \$1,450,888. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

2. Baseball Field Renovation and Fieldhouse Turf Replacement (Donations (realized and to be obtained) and The University of Akron Foundation)

The following summary is intended to satisfy Board of Trustees Resolution 6-6-19 which you sought during the June 2019 Board meeting as preauthorization to procure construction services.

As you know, the Department of Purchasing and Office and Capital Planning and Facilities Management issued a Request for Proposal (RFP) seeking bids for construction services for the Baseball Field Renovation and Fieldhouse Turf Replacement.

Five proposals were received as follows:

Vendor	Bid
Sprinturf, LLC	\$1,435,250
Infinity Construction	\$1,568,000
Mr. Excavator	\$1,577,200
Vasco	\$1,594,900
Vizmeg Landscape Inc.	\$1,663,200

The Department of Purchasing awarded Sprinturf, LLC a contract in the amount of \$1,435,250. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPMF

DATE: July 12, 2019

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of June 30, 2019.

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. Photos of Select Projects

Project Deliver Methods:

- General Contracting (GC) – A design-bid-build process in which the owner selects an Architect/Engineer (A/E) to fully document the project criteria and design prior to bidding. The lowest responsive and responsible GC (single prime) is awarded the contract. The owner holds a single contract with the GC.
- Multiple Prime Contracting – A design-bid-build process in which the owner selects an A/E to fully document the project criteria and design prior to bidding. Multiple packages are separately bid and awarded to the lowest responsive and responsible prime contractors. The owner holds all prime contracts and is responsible for coordination during construction.
- Design/Build (DB) – A single entity is hired through a best value selection process to deliver a complete project. The owner's criteria and design intent is documented by a separate criteria architect. The design is completed by the DB entity and a guaranteed maximum price is provided to the owner prior to bidding. The DB entity bids to prequalified subcontractors and holds all subcontracts for construction.
- Construction Manager at Risk (CMR) – A contractor is hired through a best value selection process during the design phase. The owner's criteria and full design is documented by a separate A/E. CMR provides a guaranteed maximum price to the owner prior to bidding. The CMR bids to prequalified subcontractors and holds all subcontracts for construction.




SECTION

A

**Status of Projects
\$100,000 or larger**




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Advisor Suite (General Contracting)	\$365,000 Donations <u>168,000</u> Local <u>\$533,000</u> Total		Construct five advisor offices and reception area. Renovate conference room. <u>Construction schedule: 12/2018 - 08/2019.</u>		Construction 75% complete.
ASEC Vivarium Air Handler Replacement (Design/Build)	\$1,200,000 State Capital Funds		Replace vivarium air handler. <u>Construction schedule: TBD</u>		Criteria architect package 50% complete.
Baseball Field Renovation (General Contracting)	\$1,415,000 Donations include a firm pledge in the amount of \$400,000 plus \$315,000 that will be secured by Athletics		Sitework including drainage and installation of artificial turf. <u>Construction schedule: 08/2019 - 12/2019.</u>		Bids due 07/2019.
Field House Turf Replacement (General Contracting)	\$400,000 The University of Akron Foundation				
Buckingham Building Renovation (General Contracting)	\$1,600,000 State Capital Funds		Upgrade HVAC system and fire alarm. Select interior renovations to include relocation of Academic Achievement Programs from Ayer Hall. <u>Construction schedule: 11/2019 - 07/2020.</u>		Design in progress.
Carriage House Structural and Roof Repairs (General Contracting)	\$165,000 Donations		Repair structural beams, columns, floor joist, concrete slabs, exterior walls and roof as needed. <u>Construction schedule: 05/2019 - 09/2019.</u>		Structural repairs complete. Roof starts 07/2019.
CBA Addition (CMR) (BOT Approval: 04/18/18)	\$4,551,000 Donations 900,000 Local <u>\$5,451,000</u> Total Donations include firm pledges in the amount of \$87,000		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. <u>Construction schedule: 07/2018 - 08/2019.</u>		Construction 85% complete.
Crouse/Ayer Hall Consolidation (CMR) (BOT Approval: 04/10/19)	\$23,000,000 State Capital Funds		Rehabilitate/addition to Crouse Hall. Abate and raze Ayer Hall. Green space portion of existing Ayer Hall footprint. <u>Construction schedule: 08/2020 - 07/2022.</u>		Design in progress. CMR contract in progress.















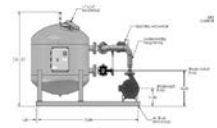

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
EJ Thomas Lighting Upgrades (General Contracting)	\$215,000 Local Funds		Replace lobby lighting with LED and install accent theatrical lighting. <u>Construction schedule: 06/2019 - 08/2019.</u>		Construction starts 07/2019.
Elevator Upgrades (General Contracting) (BOT Approval: 12/05/18)	\$1,650,000 State Capital Funds		Upgrade four elevators in Bierce Library, Kolbe Hall, and Auburn Science Engineering Center. <u>Construction schedule: 05/2019 - 01/2020.</u>		Kolbe construction 30% complete. Bierce construction 10% complete.
Energy Center Boiler Controls (General Contracting)	\$320,000 Local Funds		Replace HTHW boiler controls at Energy Center. <u>Construction schedule: 08/2019 - 12/2019.</u>		Bids due 07/2019.
Gallucci Residence Hall Abatement, Razing, and Green Space (Multiple Prime Contracting) (BOT Approval for abatement 02/13/19 & razing 04/10/19)	\$2,000,000 State <u>270,000 Local</u> <u>\$2,270,000 Total</u> (\$2M State Capital Funds)		Abate and raze structure. Site restoration to create green space. <u>Construction schedule: 03/2019 - 05/2020.</u>		Asbestos abatement 50% complete. Razing starts 07/2019.
General Lab Renovations (Design/Build) (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center.		Closeout in progress.
Infrastructure Improvements - Electrical (General Contracting)	\$1,400,000 State Capital Funds		Campus electrical improvements. <u>Construction schedule: 11/2019 - 10/2020.</u>		Design in progress.
Infrastructure Improvements - Vaults (General Contracting)	\$1,600,000 State Capital Funds		Replace Martin Fountain vault and rework Computer Center vault. <u>Construction schedule: 09/2019 - 08/2020.</u>		Bids due 07/2019.
Institute for Human Science & Culture (CMR) (BOT Approval: 02/14/18)	\$5,000,000 Donations <u>200,000 State</u> <u>\$5,200,000 Total</u> (\$200K State Capital Funds)		Renovate third and forth floors of Roadway building including building boilers.		Closeout in progress.






Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
IT Cabling and Network Switches (Design/Build) (BOT Approval: 06/12/17 & 02/13/19)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase II: 08/2019 - 06/2020.</u>		GMP due 07/2019.
Kolbe Hall Chiller Replacement (General Contracting)	\$350,000 State Capital Funds		Replace 80 ton roof top chiller. <u>Construction schedule: 10/2019 - 03/2020.</u>		Design in progress.
Martin Center Boutique Hotel (Private Developer)	\$0 Private Developer		Convert Martin Center into a Boutique Hotel. <u>Construction schedule: 09/2019 - 03/2021.</u>		Developer design in progress. Historical tax credits approved.
Medina Lab Renovation (General Contracting)	\$434,000 State 413,000 Local <u>\$847,000</u> Total (\$434K State Capital Funds)		Renovate existing surgical technology lab to support biology, chemistry, and human anatomy/physiology. <u>Construction schedule: 08/2019 - 01/2020.</u>		Bids due 07/2019.
Polsky Building Industrial Control Systems Test Bed (General Contracting)	\$403,000 Donations		Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program. <u>Construction schedule: 03/2019 - 07/2019.</u>		Construction 70% complete.
Roadway Building Air Handler Replacement (General Contracting)	\$200,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building. <u>Construction schedule: TBD</u>		Design in progress.
Roof Replacements (General Contracting) (BOT Approval: 02/13/19)	\$1,100,000 State Capital Funds		Roof replacements/repairs to Carroll/Forge Street Substations, Guzzetta Hall, Mary Gladwin Hall, and Computer Center. <u>Construction schedule: 05/2019 - 09/2019.</u>		Carroll Street 90% complete. Forge Street 95% complete. Guzzetta 15% complete. Computer Center 0% complete.
Sand Filtering System (General Contracting)	\$120,000 Local Funds		Install (2) closed loop pump & filter packages for chilled water storage tank. <u>Construction schedule: 07/2019 - 08/2019.</u>		Equipment received. Installation 08/2019.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Sumner Street Bridge Replacement (General Contracting) (BOT Approval: 04/10/19)	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge. <u>Construction schedule: 05/2019 - 10/2019.</u>		Construction 50% complete.
West Campus Parking Deck Repairs (General Contracting)	\$1,600,000 Local Funds		Repairs to the West Campus Parking Deck. <u>Construction schedule: 07/2019 - 12/2019.</u>		Construction starts 07/2019.
Whitby Hall Air Handler and Roof Replacement (Design/Build) (BOT Approval: 02/13/19)	\$1,200,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 10/2019 - 04/2020.</u>		GMP for construction in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

 Project over budget or delayed.
 Project within budget and on schedule.
 Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM MAY 1, 2019 THROUGH JUNE 30, 2019CAMPUS HARDSCAPE - SUMNER STREET BRIDGE

001-01	Change form liner	(\$11,421)
002-01	Disposal of existing fiberglass	654
		<u>(\$10,767)</u>

CBA ADDITION

002-01	Modify existing grade beams	\$2,844
005-01	Reconcile caisson depth	6,190
006-01	Modify scope: paint, structural steel, electrical and glazer	74,148
007-01	Modify wood species	1,703
008-01	Window film	5,167
009-01	Modify light poles	1,379
010-01	Premium limestone finish	2,018
011-01	Remove existing exterior slab	4,535
		<u>\$97,986</u>

ELEVATOR UPGRADES

001-01	Reduce fire protection per code	(\$5,200)
		<u>(\$5,200)</u>

GENERAL LAB RENOVATIONS

002-01	Modify scope in four labs	\$23,825
		<u>\$23,825</u>

INSTITUTE FOR HUMAN SCIENCE & CULTURE

016-01	Revise handrail on 4th floor	\$1,634
017-01	Revise emergency lighting on 3rd and 4th floors	6,505
018-01	Add controls and electrical for recirculation pump	3,450
		<u>\$11,588</u>

STUDENT UNION FRESHENS REFRESH

002-01	Modify faucet and sink piping	\$1,610
		<u>\$1,611</u>

Net	<u><u>\$119,042</u></u>
-----	-------------------------

SECTION C

Photos of Select Projects

ASEC Advisor Suite



ASEC Vivarium Air Handler Replacement



Baseball Field Renovation



Buckingham Building Renovation



Carriage House Structural and Roof Repairs



CBA Addition



CBA Addition



CBA Addition



Crouse/Ayer Hall Consolidation



EJ Thomas Lighting Upgrades



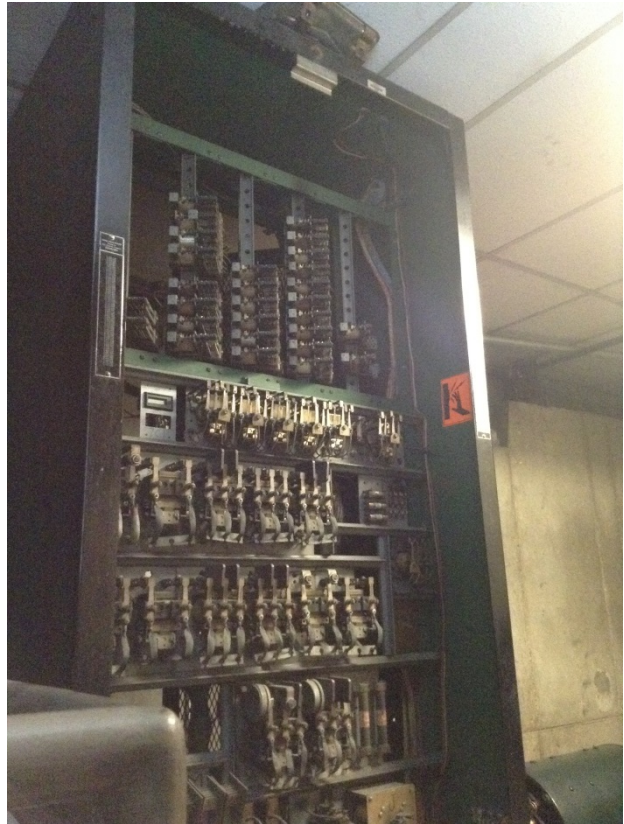
Elevator Upgrades - Bierce



Elevator Upgrades - Kolbe



Elevator Upgrades – Auburn Science and Engineering Center



Gallucci Residence Hall Abatement, Razing, and Green Space



Gallucci Residence Hall Abatement, Razing, and Green Space



Infrastructure Improvements - Electrical



Infrastructure Improvements – Vault MF



Infrastructure Improvements – Vault CC



Kolbe Hall Chiller Replacement



Medina Lab Renovation



Polsky Building Industrial Control Systems Test Bed



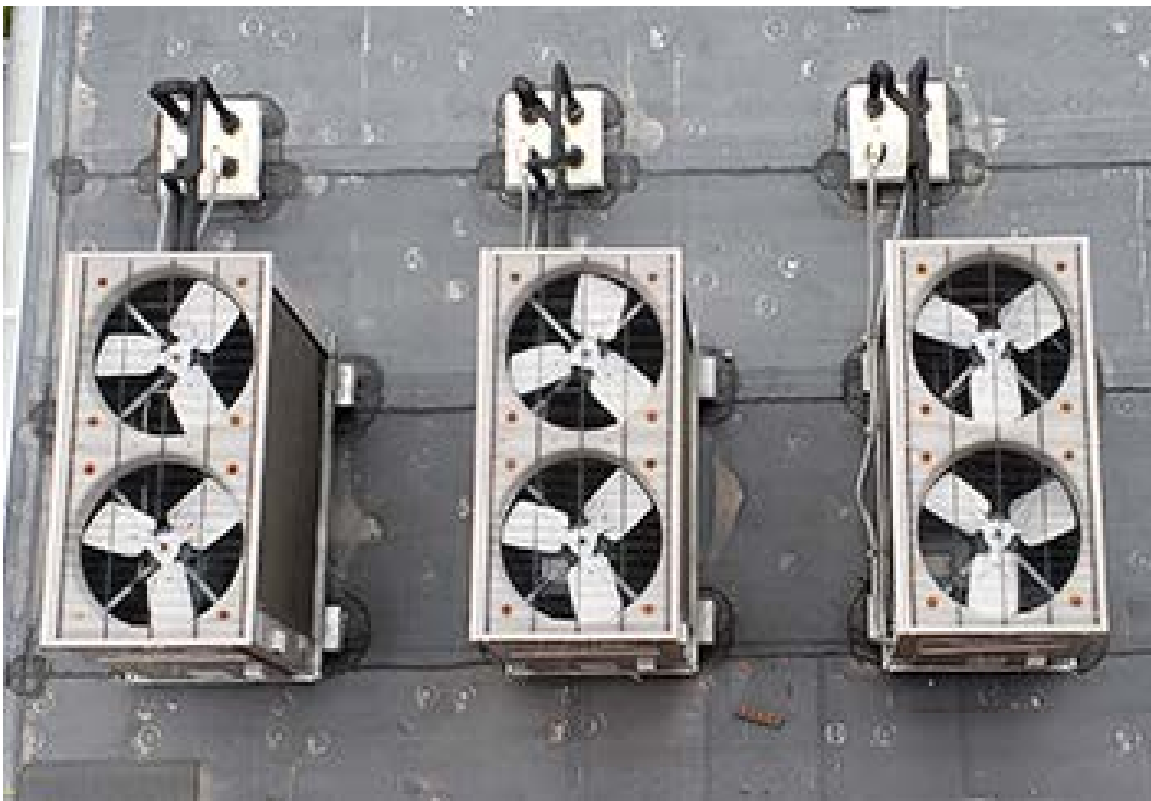
Polsky Building Industrial Control Systems Test Bed



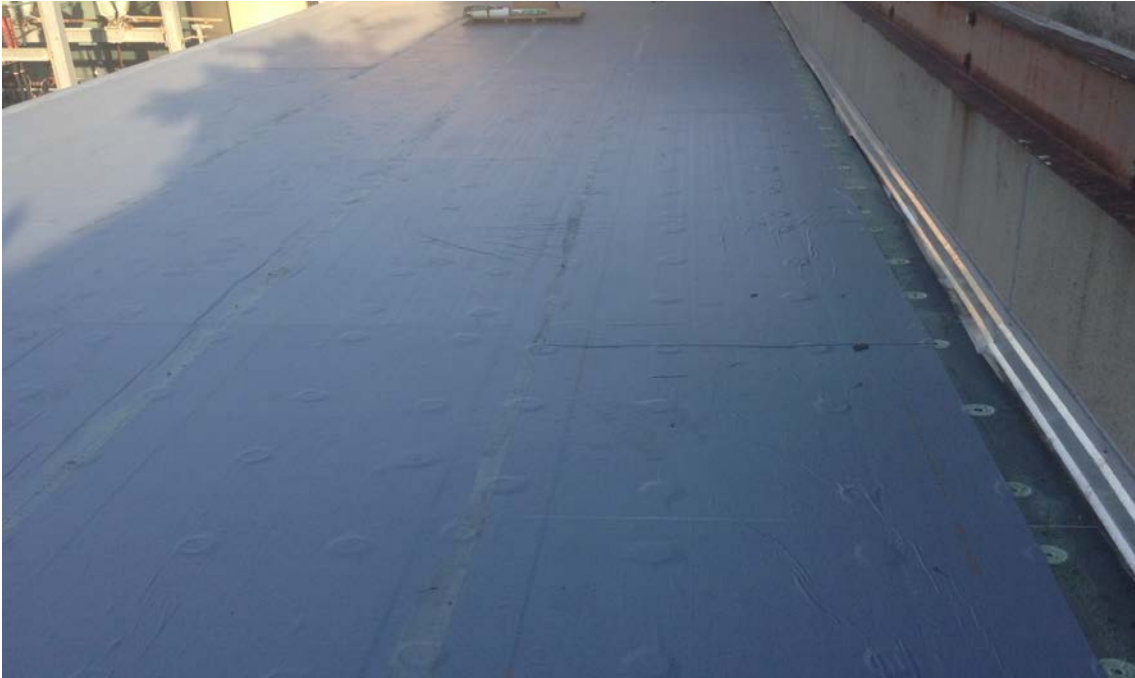
Polsky Building Industrial Control Systems Test Bed



Roadway Building Air Handler Replacement



Roof Replacement Carroll Street Substation



Roof Replacement Forge Street Substation



Roof Replacement Guzzetta Hall



Roof Replacement Guzzetta Hall



Sumner Street Bridge Replacement



Sumner Street Bridge Replacement



West Campus Parking Deck Repairs



West Campus Parking Deck Repairs



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE


TAB 7

INFORMATION TECHNOLOGY REPORT



DATE: July 12, 2019

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its August 14, 2019 meeting. The accompanying report includes:

- Update on Projects and Activities
- Completed Projects and Activities
- Planned Projects and Activities
- Tabled Projects and Activities

Information Technology Services

Informational Report for the Board of Trustees

August 14, 2019

Prepared effective June 30, 2019



Information Technology Services

TABLE OF CONTENTS

UPDATE ON PROJECTS AND ACTIVITIES	1
Wired Network Upgrade.....	1
Campus Cable Upgrade.....	1
Business Intelligence and Analytics Initiatives.....	2
Curriculum Management and Catalog Implementation.....	3
IT Business Continuity and Disaster Recovery Implementation	3
Ohio Cyber Range Implementation	4
Computer Refresh for Full-Time Contract Professionals, Staff and Remaining Faculty	4
Internet Border Bandwidth and Security Improvements	4
Managed Voice over IP (VoIP) Service Migration	5
Two Factor Authentication Implementation	5
COMPLETED PROJECTS AND ACTIVITIES.....	6
Video Surveillance Infrastructure Upgrade	6
PLANNED PROJECTS AND ACTIVITIES	7
Cloud Enterprise Resource Planning (ERP) System Migration.....	7
TABLED PROJECTS AND ACTIVITIES	8
None	8

UPDATE ON PROJECTS AND ACTIVITIES

<p><i>Wired Network Upgrade</i></p>	<p>Start date: September 2016</p> <p>Funding: \$1,650,000 General Fund; \$1,300,000 State Capital Funds</p> <p>Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) Install new campus core network alongside existing network. (Completed) • Phase 2 (Jan 2018 – Dec 2018 updated to Sept 2018) Install new wired end user access network. (Completed) • Phase 3 (Jan 2018 – May 2019 updated to Oct 2018 – Sept 2019) Migrate, cleanup, and cutover; remove legacy equipment. <p>Targeted completion: May 2019 updated to September 2019</p>
<p><i>Campus Cable Upgrade</i></p>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 (Dec 2017 – Sept 2018) Criteria Documents Production. (Completed) • Phase 3 (Oct 2018 – Jan 2019) Design Builder (DB) Selection. (Completed) • Phase 4 (Feb 2019 – May 2019 updated to July 2019) DB preconstruction services, GMP negotiations. • Phase 5 (June 2019 – Feb 2020 updated to Aug 2019 – April 2020) Construction. <p>Targeted completion: February 2020 updated to April 2020</p>

*Business Intelligence and
Analytics Initiatives*

Start date: August 2017

Funding: \$190,000 General Fund

Description: Migrate and enhance business intelligence and analytics solutions to facilitate the University's growing analytics needs. New analytics technology is intended to help make informed decisions around enrollment, retention, persistence, and graduation. This migration involves two remaining initiatives. First, to migrate the existing "Zipreports" developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, the establishment of predictive analytics related to student success as offered by Tower Insights using Oracle technology.

Milestones:

- Zipreports Migration (Aug 2017 – June 2019 updated to Dec 2019)
 - Setup environment, define scope and timeline.
 - Train core team and deploy.
 - Rewrite core Zipreports (QuickReports).
 - Train department data owners.
 - Shutter Hyperion Analytics.

Targeted completion (Zipreports): June 2019 updated to December 2019

- Student Insights Program (July 2018 – Dec 2018 updated to Sept 2019)
 - Define objectives and measures.
 - Build student risk and early alert models integrating with UA data sources.
 - Train, implement, and provide access to users.

Targeted completion (Student Insights): December 2018 updated to September 2019

<p><i>Curriculum Management and Catalog Implementation</i></p>	<p>Start Date: May 2018</p> <p>Funding: \$359,000 General Fund</p> <p>Description: Implement a curriculum management and academic catalog system to support program and curriculum design and development to create more responsive learning opportunities for students.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> – Initial setup of academic catalog for fall 2018. (Completed) • Phase 2 – Academic Catalog (Aug 2018 – June 2019) <ul style="list-style-type: none"> – Enhanced setup of academic catalog. (Completed) • Curriculum Management (Aug 2018 – June 2019 updated to Sept 2019) <ul style="list-style-type: none"> – Setup curriculum proposal system. – Archive proposals from legacy system. – Decommission legacy proposal system. <p>Targeted completion: June 2019 updated to September 2019</p>
<p><i>IT Business Continuity and Disaster Recovery Implementation</i></p>	<p>Start date: August 2018</p> <p>Funding: \$48,000 General Fund</p> <p>Description: Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2018 – April 2019) Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity. (Completed) • Phase 2 (Aug 2018 – April 2019 updated to Aug 2019) Evaluate and implement required colocation facility and/or cloud infrastructure services. • Phase 3 (May 2019 updated to Aug 2019 – Dec 2019) Conduct ongoing tests and refinement of disaster recovery preparedness. <p>Targeted completion: December 2019</p>

<p><i>Ohio Cyber Range Implementation</i></p>	<p>Start date: February 2019</p> <p>Funding: \$1,180,000 State Capital Funds</p> <p>Description: Provide standup and integration support to the Ohio Cyber Range. Assist with procurement and installation of hardware and provide connectivity and configuration support for the new environment.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Hardware delivery and installation (July 2019 – Aug 2019) • Software installation and configuration (Aug 2019 – Oct 2019) <p>Targeted completion: October 2019</p>
<p><i>Computer Refresh for Full-Time Contract Professionals, Staff, and Remaining Faculty</i></p>	<p>Start date: March 2019</p> <p>Funding: \$600,000 General Fund</p> <p>Description: An initiative to replace aged employee desk and laptop computers for full-time contract professionals, staff, and some remaining faculty members. Desktop and laptop computers purchased more than five (5) years ago will be replaced with new equipment. The new equipment will provide users with more current technology, capabilities, and will feature stronger security standards.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Total of 457 units were ordered as part of program. • Total of 391 units have been deployed to employees. <p>Targeted completion: August 2019</p>
<p><i>Internet Border Bandwidth and Security Improvements</i></p>	<p>Start date: March 2019</p> <p>Funding: \$150,000 General Fund</p> <p>Description: Increase border bandwidth capability to 100Gbps, build out backup fiber circuit, implement new border firewalls, and provision OARnet's DoS service. These improvements will position the University to fully support the Ohio Cyber Range implementation, as well as other services requiring high speed internet connectivity.</p> <p>Targeted completion: October 2019</p>

<p><i>Managed Voice over IP (VoIP) Service Migration</i></p>	<p>Start date: June 2019</p> <p>Funding: General Fund</p> <p>Description: Migrate from legacy on-premise Public Branch Exchange (PBX) to a cloud hosted and managed VoIP service. This migration will improve the quality of service for telephone calls and voicemail, as well as potentially controlling or even reducing costs.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (June 2019 – Oct 2019) Release RFP, select vendor and define implementation strategy and timeline. • Phase 2 (Oct 2019 – Dec 2020) Implementation. <p>Targeted completion: December 2020</p>
<p><i>Two Factor Authentication Implementation</i></p>	<p>Start date: July 2019</p> <p>Funding: \$47,000 General Fund</p> <p>Description: Provide capability for two factor authentication for faculty and staff with access to privileged PeopleSoft functions. This will provide an additional layer of protection to prevent and mitigate account compromises.</p> <p>Milestones</p> <ul style="list-style-type: none"> • Implement and pilot with IT staff (July 2019 – Oct 2019) • Rollout to employees within certain functional areas (Nov 2019 – Jan 2020) • Rollout to remaining employees within remaining functional areas (Feb 2020 – May 2020) <p>Targeted completion: May 2020</p>

COMPLETED PROJECTS AND ACTIVITIES

Video Surveillance Infrastructure Upgrade

Start date: February 2019

Funding: \$335,000 General Fund

Description: Replace the server and storage hardware used for video surveillance. Replacement will provide the foundation to begin a replacement and expansion of video cameras. It will also extend the retention period of video footage from the current 14 day period to 30 days.

Completed: June 2019

PLANNED PROJECTS AND ACTIVITIES

Cloud Enterprise Resource Planning (ERP) System Migration

Anticipated start date: To be determined

Funding: To be determined

Description: Migrate from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions and provide an improved user experience for employees, students, faculty, and other users.

Targeted completion: To be determined

TABLED PROJECTS & ACTIVITIES

<i>No initiatives tabled this reporting period</i>
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FINANCE & ADMINISTRATION COMMITTEE

TAB 8

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

BERRY FAMILY MAKES GIFTS TO ZIPPY SCHOLARSHIP IN HONOR OF 103RD BIRTHDAY

On June 19, alumnus Phyllis Berry celebrated her 103rd birthday in style at Fairlawn Country Club. In addition to family and friends from UA, Phyllis' favorite mascot, Zippy, came to help celebrate.

Zippy gave Phyllis a framed Zippy portrait drawn by a student in The Myers School of Art. In honor of this momentous occasion, the Berry Family made gifts to the James R. and Phyllis C. Berry Zippy Endowed Scholarship.

A portion of the gift will be used to award scholarships to nine students in the Zippy Program for the 2019-20 academic year.



Zippy and Phyllis Berry '39

GINGO ENDOWED SCHOLARSHIP HELPS ENGINEERING STUDENTS

The Joseph M. and Linda L. Gingo Endowed Scholarship supports the development of tomorrow's outstanding engineers.

An Akron native, Joe served as president, CEO and chairman of The A. Schulman, Inc. from 2008 until his retirement in 2014. In 2016, he joined A. Schulman for a second term as CEO and president. Prior to A. Schulman, he worked for The Goodyear Tire & Rubber Company for 41 years, as a design and development engineer and later progressing to several key executive positions.

Mr. Gingo earned a law degree from UA in 1971 and is currently chair of The University of Akron Board of Trustees. His distinguished service also includes the UA Foundation's College-Centered Committee, the School of Law Advancement Council, the University's Foundation Board of Directors, President's Advisory Council, College of Business Administration (CBA) Institute for Global Business Advisory Board, the CBA Advancement Council and the College of Engineering Advancement Council.

Joseph and Linda Gingo have been married for more than 50 years and have maintained stalwart commitment to the community through their support of UA. Through this scholarship, Joe and Linda wish to help students achieve their career aspirations.

SCHOLARSHIP IN MEMORY OF BELOVED PROFESSOR, ROBERT ZANGRANDO



Robert L. Zangrando

The Robert L. Zangrando Memorial Endowed Scholarship, honoring the memory of Robert L. Zangrando, a UA history professor, was recently established by his family and friends.

Bob, who taught from 1971 to 1994, specialized in 20th century African-American and Women's History. He published three books, serving as co-editor of Civil Rights and the African-Americans: A Documentary History; author of The NAACP Crusade Against Lynching; and co-author of Walter F. White: The NAACP's Ambassador for Social Justice.

Bob was a tireless advocate for civil rights his entire life. He taught in a Mississippi freedom school as part of the Freedom Summer in 1964 and was especially honored to be selected by the NAACP for a presentation at the Library of Congress celebrating the 'First One Hundred Years of the NAACP.'

He served on the boards of the Akron Rape Crisis Center and Planned Parenthood, and was the first male recipient of the Feminist of the Year Award from Akron Area National Organization for Women (NOW) in 1990. He was a member of the Ohio Chicago Arts Project (O-CAP) that successfully brought Judy Chicago's Dinner Party to Cleveland, Ohio in May 1981. The scholarship is intended to honor Bob's lifelong commitment to promoting equal rights and educational opportunities for minority students who, in turn, use their abilities and education to serve their local communities.

KULAS CONCERT SERIES

The Kulas Foundation recently continued its support of the Kulas Concert Series, now in its 17th year. The series showcases performances by faculty, students and guest musicians.

NEW BASEBALL SCHOLARSHIP

The Scholarship for Akron Baseball Student-Athletes was established by Gary W. Kendron and Barbara R. Bishop. Gary graduated from UA in 1972. Gary and Barb have supported the University for many years as season ticket holders for Zips football and basketball programs.



Their investment in baseball student-athletes stems from their love of the game and because they were excited at the news of the program's return to campus for the 2020 season.

CONTINUED SUPPORT FROM JOSEPH AND CARRIE HETE HELPS CBA RENOVATION

Mr. Joseph C. and Carrie J. Hete recently made a generous gift, helping renovate the College of Business Administration's corridor, creating a beautiful transition from the current CBA lobby and corridor into the new Anthony J. Alexander Professional Development Center.

VERDERICO SCHOLARSHIP HELPS STUDENT IN NEED

Patrick and Roberta Verderico have been ardent supporters of The University of Akron and its students for years. In 2009, through the Mary C. Verderico Family Endowed Scholarship, the Verdericos and their family created a lasting legacy in honor of their mother Mary, who worked tirelessly to make sure that all of her seven children (all UA graduates) understood the importance of education. Gifts to this scholarship have helped UA students reach their goal of pursuing and completing their first undergraduate degree.

Recently, a student in her last semester had exhausted all of her general academic scholarship money. She had a 3.560 cumulative GPA, was working four jobs, and her husband recently returned home from Kuwait (four years active military) and had been having trouble finding a job. An advisor suggested she reach out to financial aid. The Mary C. Verderico Family Scholarship was able to help ease the student's financial burden.



Mary C. Verderico in 2009 when her family created a scholarship in her honor.

GRANT ENABLES ACCESS TO INFORMATION AND BRINGS PROFESSIONALS TO CAMPUS

The Akron Bar Foundation Law Library Committee provided a generous grant to provide Bar Association members with access to Bloomberg, Westlaw and an ABA treatise collection at the University of Akron School of Law Library.

The goal of the gift was bringing members of the legal community on campus, networking with students and using Akron Law facilities. A room in the UA School of Law library, which has two computer stations, a printer and supplies, has been designated for use. The computers have access to Bloomberg Law - All access and a limited patron access subscription from Westlaw, which covers all 50 states and federal primary and secondary material, as well as additional form books and secondary sources. The terminals also provide access to on campus resources such as HeinOnline, Proquest Congressional, Hoovers, and all open access databases at the undergraduate library.



ANONYMOUS DONOR EMOTIONALLY MOVED BY TRAGEDY, ESTABLISHES MEMORIAL SCHOLARSHIP

An anonymous UA alumnus was emotionally moved by the tragic terrorist attack that killed his friend Jason Spindler, a U.S. business professional of third-world economic development.

On January 15, 2019, Jason was killed by a terrorist attack while working at an office complex in Nairobi, Kenya.

The anonymous alumnus established the Jason J. Spindler Memorial Scholarship for an MBA student with an annual gift.



Jason J. Spindler

WOMEN'S COMMITTEE SUPPORTS CYBERSECURITY PROGRAM

The UA Women's Committee awarded \$12,000 in support for The R.C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed. The testbed is part of the University's cybersecurity efforts to advance knowledge, skills and abilities in the cybersecurity workforce.

Housed in the College of Applied Science and Technology's Business and Information Technology department, the cybersecurity program teaches ways and methods of protecting manufacturing information systems, aiding Ohio manufacturer's ability to fill high-demand jobs and secure Ohio's public and private infrastructures.

The Women's Committee, founded in 1948, has dedicated countless volunteer hours creating interest in the University by community members. In addition to project-specific grants, the Committee provides annual support to its endowed scholarship, its international college ambassador award, and the Judith A. Read Memorial Leadership Award.



Members of the UA Women's Committee present their gift to faculty and dean Elizabeth Kennedy (far right).

SUMNER SCHOLARSHIP HONORS PARENTS

The Jason and Corinne Sumner Trust Fund made a gift to The Jason and Corinne Sumner Scholarship providing financial assistance to University of Akron students.

The scholarship was established by Beatrice S. Williams, Class of 1908, in memory of her parents, Jason and Corinne Sumner.

MATT KAULIG AND TEAM ENSURED GOLF OUTING'S SUCCESS

Once again, 1996 alumnus Matt Kaulig and the Kaulig Companies were the title sponsor of the Akron Football Summer Jamboree Golf Outing at Lake Forest Country Club in June. Although rain shortened the outing to a luncheon with new head football coach Tom Arth, the day was a success.



Kaulig and his Kaulig Companies team provided financial assistance for the event and support from Kaulig Media and the Kaulig Giving staff.



Matt Kaulig '96

Matt brought out the Kaulig Racing #11 race car (Matt's jersey number when he was quarterback for the UA football team), which was decked out in Akron Zips blue and gold. The University, the Department of Athletics and the football team appreciate Matt and the Kaulig Companies' efforts for a successful event.

ALUMNI SOCIAL IN CANTON

The Alumni Association hosted its Canton Social at Royal Docks Brewery on June 6th.

The event featured interim president Dr. John C. Green and more than 110 UA alumni and friends.



#LOVEUAKRON HONORS JOHN R. BUCHEL

The UA Ambassadors and the AK Rowdies hosted #LoveUAkron, a week-long event that honored UA's founder, John R. Buchtel, and his role in bringing the University to life.

To honor his act of kindness, students, faculty and staff displayed their own acts of kindness around campus and throughout Akron.

FOUNDERS DAY CELEBRATION

In conjunction with #LoveUAkron, the UA Ambassadors raised awareness of Founders Day through various activities.

At the beginning of the week, a wreath was placed below the John R. Buchtel statue on campus followed by an open house of Buchtel Hall a few days later.

During the open house, students toured the facility and learned about UA's rich history.

The week ended with a group of students taking the Roo Express to Glendale Cemetery to place a wreath on Buchtel's grave.



COMMENCEMENT

Following each of the May commencement ceremonies, The Alumni Association hosted “GradFest,” honoring our new alumni and their guests for their hard work.

The mood was set with vibrant music while everyone enjoyed refreshments, took photos with Zippy in her cap and gown and made purchases of official “alumni gear” from Alumni’s exclusive store.



ALUMNI STORE DRIVES LEGACY SCHOLARSHIP

Since May, the UA alumni store has sold \$1,956.64 worth of alumni merchandise, raising a total of \$628.43 for its Legacy Scholarship.

New items continue to be added honoring UA’s history and highlighting alumni’s blue and gold spirit.

U
LEGACY

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

UNIVERSITY COMMUNICATIONS AND MARKETING REPORT

UNIVERSITY COMMUNICATIONS AND MARKETING



COLLEGE OF HEALTH PROFESSIONS NEW DEGREE:

Bachelor of Allied Health Care Administration

uakron.edu/healthcare

Are you interested in a leadership role in health care?

The University of Akron now offers the **Bachelor of Allied Health Care Administration**, to meet the growing demand for health care leaders.

This new degree program allows health care professionals with an Associate of Applied Science degree to earn a bachelor's degree. Courses are offered **online and evenings**, so you can earn this degree while working.

Gain knowledge and experience in both the clinical and business sides of health care, including:

- law
- coding
- human resources management
- health records
- health research
- revenue management

AND MORE!

Promising start for a new degree

UCM has worked with the College of Health Professions to promote this new degree offering to health care workers who want a bachelor's degree to further their career. Promotion included outdoor billboards, postcards, radio,

newspaper, email and digital advertising. The campaign prompted nearly 60 web inquiries for more information. The program had a goal of 5-10 students for fall; today, about 35 students are enrolled.

Expanding the market for social workers seeking a master's

These billboards were strategically placed in six locations around Stark County to announce a new offering of a Master's of Social Work to local residents. This is a partnership between UA and the Stark County Mental Health & Addiction Recovery (StarkMHAR) board.



EARN YOUR

Masters of Social Work

uakron.edu/msw

The University of Akron

Now in Stark County!

Ad encourages campus visits

This ad in the Canton Repository is part of the August issue of its monthly lifestyle magazine, About.

Delivered to Sunday subscribers, the magazine contained articles on everything about education in the Akron/Canton area.



uakron.edu/visit

Summer Visit Day

Learn about academics, scholarships and campus life Friday, Aug. 9!

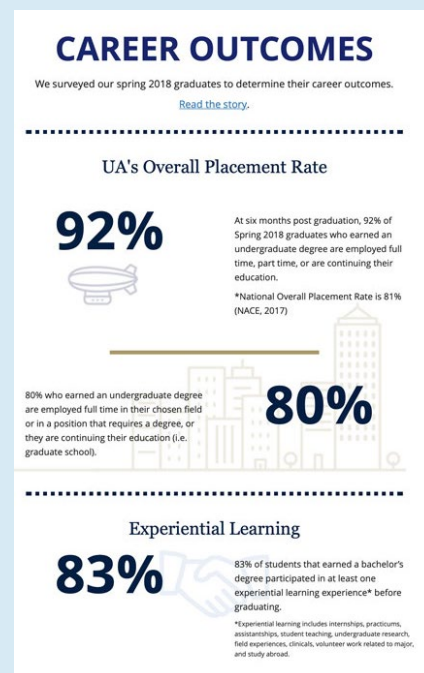
The UA Application will be available on Aug. 1!
Apply online at uakron.edu/apply or commonapp.org.

The University of Akron

Excellent career outcomes

We promoted the latest career outcomes showing that at six months post graduation, 92% of spring 2018 graduates who earned an undergraduate degree are employed full time, part time, or are continuing their education.

Our outcome data is based on a knowledge rate of 92 percent of spring 2018 graduates. Knowledge rate is the percentage of graduates for whom we have reasonable and verifiable information about their post-graduation career activities.



UNIVERSITY COMMUNICATIONS AND MARKETING

The University of Akron
Office of Admissions
Akron, OH 44325-3001

Nonprofit Organization
U.S. Postage Paid
The University of Akron

Application available August 1!
Apply online at uakron.edu/apply or commonapp.org.
SCHEDULE YOUR VISIT TO CAMPUS!
Go to uakron.edu/visit.

CONNECT WITH US
uakron.edu [Facebook](https://www.facebook.com/universityofakron) [Twitter](https://twitter.com/uakron) [Instagram](https://www.instagram.com/uakron) [LinkedIn](https://www.linkedin.com/company/university-of-akron)

The University of Akron
Where Your Story Begins

CHOOSE YOUR OWN ADVENTURE AT THE UNIVERSITY OF AKRON

The University of Akron is a place of inspiration. Whether you want to become an engineer or an artist, a teacher or a nurse, a biologist or a musician, UA provides you with opportunities to explore your passion and launch your career.

At UA, you get our dedicated faculty, a campus family ready to support your growth, and excellent real-world training through internships, co-ops and research experiences – all to prepare you for the challenges of life beyond the classroom. Join us at UA and start writing your story.

APPLICATION AVAILABLE AUGUST 1
Apply at uakron.edu/apply or commonapp.org for early scholarship consideration.

UA ADVANTAGES

- In-demand and top-ranked degree programs in engineering, business, arts and sciences, health care, education and more.
- 92% overall placement rate for our graduates compared to the national average of 81%.
- 300+ student organizations and clubs.
- Award-winning residence halls and apartment-style living.
- Nationally ranked Student Recreation and Wellness Center.
- Championship-winning NCAA Division I-A men's and women's varsity teams.
- Enjoy free movies, bowling and billiards in the Student Union.

SCHOLARSHIP OPPORTUNITIES

UA offers competitive scholarship awards that grow as your tuition remains the same – helping you graduate on time with less debt.

- The **UA Tuition Guarantee** ensures that your tuition will remain the same for four years – allowing you to accurately predict the cost of education.
- The **Akron Guarantee Scholarship** – ranging from \$8,000-\$34,000 in total over four years – is superior to most merit-based scholarships because it renews and increases each year, so long as you make progress towards your degree.

Learn more at uakron.edu/tuition-guarantee and uakron.edu/guarantee.

A CAMPUS CONNECTED TO THE COMMUNITY

- Campus is surrounded by thousands of businesses – including Fortune 500 companies – giving you access to internships, co-ops and part-time employment.
- Enjoy a thriving downtown with museums, stores, restaurants, sports venues and more.
- The nearby Cuyahoga Valley National Park has more than 125 miles of hiking trails and natural beauty.

For more information, contact the Office of Admissions at admissions@uakron.edu or call 1-800-655-4884 or 330-972-7100.

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Why you should apply to UA

This print piece went out midsummer to students just as their high school year ended and as they were gearing up for their senior year of high school – while

intensifying their college search. It also reminded them that the UA application was first available on Aug. 1.

Best for biology

UCM worked with Admissions and the Department of Biology to create a handout to be used at visit days and any time a prospective student wants to learn more about the department.

This is just one of the items under way to enhance the experience prospective students have when looking at biology as a major.

The University of Akron
Department of Biology
Bucser College of Arts and Sciences

EXPLORE THE WONDERS OF LIFE – from the smallest microorganisms to plants, animals and human beings – at UA's Department of Biology. Examine bio-based problems using techniques drawn from chemistry, engineering, geosciences, computer science and other fields.

Pre-Professional Programs
The Department of Biology offers courses for students seeking admission to medical, dental, veterinary and pharmacy schools.

- Secure a seat at Northeast Ohio Medical University (NEOMED) at Lake Erie College of Osteopathic Medicine in your sophomore year through our Early Assurance pathway program.
- Gain access to NEOMED's College of Pharmacy through the Pre-Pharmacy Program.
- Get help studying for the MCAT, completing your med school application and preparing for interviews from our pre-med committee and dedicated pre-med advisor, Ms. Ashley Rini.
- Take advantage of our partnerships with major local hospitals such as Akron Children's Hospital, Akron General, Cleveland Clinic and Summa Health System to gain internships and clinical experience.

SUCCESSFUL OUTCOMES

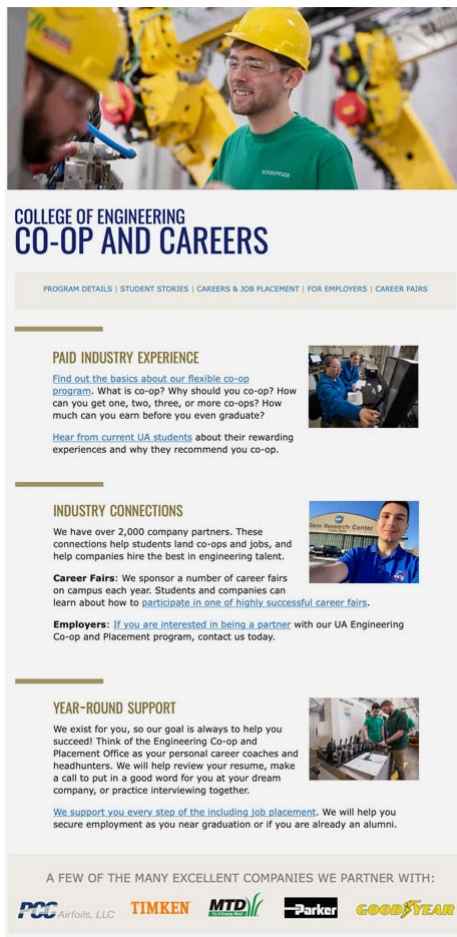
Our graduates enter careers in everything from biomedical and pharmaceutical science to biotechnology, molecular biology, bioinformatics, ecology and more.

Many of them continue their education in medical, pharmacy, veterinary and other professional programs. In fact:

96% of spring 2018 graduates were employed or continuing their education within six months of graduation.

UA students who applied to medical school in 2018 had an acceptance rate above the national average.

Partners: Cleveland Clinic, Akron General, LECOM, SUMMA Health System, Children's Hospital, Northeast Ohio Medical University, College of Medicine & Pharmacy.



The great value of engineering co-ops

One great strength of our College of Engineering is its co-op program.

We have refreshed the co-op pages on our site so prospective students can better see the benefits of the program, such as the fact that students who complete a co-op earn, on average, \$6,000 more in starting salaries than those without such experience.

The new pages include students talking about their co-op experiences and how they enhanced their classroom learning.

For parents, an insider's guide to UA

We developed and mailed a new, 10-page brochure — “A parent’s guide” — to parents of prospective students, touting the excellence, affordability, and long-term value of an education at UA.



Media relations: Telling our story

In the last two months, the media relations team:

Arranged an interview between US News & World Report and William Kraus, associate vice provost of enrollment management, to promote rolling admission deadlines and encourage students to apply.

Worked with Cleveland Jewish News as it reported on ways to encourage donors to give more. Kim Cole, vice president of advancement, served as a resource for the article.

Celebrated a graduate student's recent research toward making a tougher titanium. Brandon Strahin, and Gary Doll, the UA's Timken Professor of Surface Engineering, developed a company to market the new technology. The story was featured in Crain's Cleveland Business.

Interim President John C. Green and host Ray Horner discussed current efforts, achievements, and

May 12, 2019



cleveland.com

Cleveland native graduates from University of Akron after 23 years, as his six kids look on

By Emily Bamforth

Darcus Linton's journey to commencement spanned 23 years, six kids, a battle with depression, an injury, thousands of dollars and countless sleepless nights.

The Euclid resident, now 41 and working at an engineering firm, will graduate Sunday from the University of Akron, collecting his diploma in front of his aunt, uncle, six children and mother.

Linton is an example of the changing face of higher education. The future is fewer teenagers straight out of high school seeking degrees, and an increase in adults over 25, where the path to a degree is messier and often intertwined with supporting a family and working from 9-to-5.

"For those who aren't going back and believe that they can't go back, all you have to do is apply yourself, but apply yourself knowing life is going to happen outside of the classroom," Linton said. "There's nothing you can do to control that. Control what you can control, budget where you can and let life take it's own course."

Linton wanted to design and build his mother a house someday, he said.

He enrolled at the University of Akron in 1996 to study civil engineering. Linton took out loans, worked while taking classes and kept close to home, where his mother was going through a difficult separation and his grandfather was diagnosed with cancer.

The first year went well. Linton received

his problems. He spent too much time drinking and partying. He walked away from his internship and when he went back to UA, his grades suffered.

"School was like a sanctuary for me, but my problems just followed me because I wasn't able to deal with them at home," Linton said.

He left the university in 2000, with two kids and a wife, after being dismissed



Darcus Linton, 41, will graduate from the University of Akron on Sunday, May 12, 2019. (Darcus Linton)

Cleveland.com and the Beacon Journal wrote about Darcus Linton's 23-year adventure, ending with a bachelor's degree at the age of 41.

plans for the University's future on 1590-WAKR.

Promoted the UA surveying and mapping team as it won first place in a national competition. Coverage was received in the West Side Leader and akron.com.

Promoted UA's involvement in the county's

age-friendly initiative led by AARP and World Health Organization's Network of Age-Friendly Communities. Coverage that included interviews with UA adult students was received in the Akron Beacon Journal, Plain Dealer, 1590-WAKR, West Side Leader and WNIR-FM.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Coordinated media coverage of the sale of the Heisman Lodge to the City of Akron that was covered by the Beacon Journal.

Promoted the achievements of the student rocket design team as it finished third out of 45 teams at the 2019 NASA Student Launch Competition. Coverage was received in the Beacon Journal, WEWS TV, 1590 WAKR, and the Plain Dealer.

Alerted local media to the collaboration between UA researchers and Oriana House to develop a gardening program to assist women in recovery. WEWS, akron.com and the Beacon Journal covered the story.

Assisted the Beacon Journal on its story about tornado sirens and how the University has invested to protect its students.

Promoted the conference on opioid addiction, hosted by The University of Akron

May 13, 2019

 NATIONAL GEOGRAPHIC

This spider accelerates faster than a rocket

By Kenrick Vezina

To most, a spider web is a sticky silken net—passive, if exquisitely constructed.

One type of arachnid, however, takes its webs a step further, constructing tension-loaded tools with all the aplomb of medieval engineers. These are triangle weaver spiders in the genus *Hyptiotes*, found in the United States and many other parts of the world. (See 10 beautiful photos that will make you love spiders.)

After building a triangle-shaped web, they anchor themselves to a twig with silk from their abdomen and pull on a central anchor line, stretching the structure tighter and tighter.

They're loading their web with potential energy like a crossbow string, but one in which their bodies are the release mechanism that holds the whole system taut until it's time to fire.


When a bug bumps into the web, the spider let go of its anchor line and releases slack from its abdomen, catapulting its web (and itself) forward and capturing the bug in silk. (See pictures of the world's biggest, strongest spider webs.)

In fact, *Hyptiotes cavatus*'s web slinging can reach accelerations in excess of 770 meters a second squared, or about 26 times the maximum acceleration of a NASA space shuttle.

The authors argue it is the animal kingdom's only known example of external power amplification—using an outside object to store and multiply energy to be released all at once.

Speedy spiders

For the new study, study leader Sarah



Photograph Courtesy S.J. Han

only generate so much force with a single contraction, but the elasticity of the web allows it to store the force from many contractions and release it all at once—that's the power amplification.

The team also created software models of webs and ran simulations comparing a spider using power amplification from its web, jumping using muscle power alone, or using internal energy like a jumping flea.

According to their models, the increased energy provided by the tension-loaded

Atlantic, PBS, and National Geographic covered the research of Sarah Han regarding the spring-loaded spider.

AHEC Office. Received extensive coverage in two Beacon Journal stories as well as in the West Side Leader.

Assisted reporters from the Beacon Journal, Plain Dealer and Crain's Cleveland Business on stories about the faculty early retirement option, budgets and presidential search.

Alerted local media to the naming of FirstEnergy Senior Vice President Michael Dowling as the newest member of The University of Akron Board of Trustees. Received coverage in the Beacon Journal, West Side Leader and Crain's Cleveland Business.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

May 28, 2019

CantonRep.com

CONNECTING STARK COUNTY

University of Akron supports Stark County educators

By Alex Kulisley

STEM education is becoming increasingly necessary for students as our world relies on the latest technology to function and the demand to fill STEM jobs increases. The workforce in the science, technology, engineering and mathematics fields grew from 8.6 million positions in 2013 to 14.8 million in 2016, and it's projected that the number will continue to grow.

To support that growth, the LeBron James Family Foundation College of Education at The University of Akron is working with a number of area districts, including Canton City Schools, for STEM collaboration through its new Urban STEM Education Center.

"As our world advances with technology, our goal is to grow STEM education to help create a skillful workforce that can take on in-demand jobs in industries such as engineering, manufacturing and other trades, which are prevalent in Stark County," said Karen Plaster, co-director of the U-STEM Center and associate professor of practice. The U-STEM Center helps to engage teachers to provide



A University of Akron employee uses a virtual reality headset inside the school's polymer lab, demonstrating an opportunity available at UA for advanced learning in STEM subject areas. (Photo courtesy of The University of Akron)

An expansion of STEM, STEAMMM puts an emphasis on science, technology, engineering, art, music, and medicine.

Plus, UA offers a lending hand to Stark County teachers, recently by expanding its collaboration with the Canton City Schools District on evaluations of the

said Plaster. "The U-STEM Center allows the University to share our expertise in STEM and education to give local schools the support they need."

We wrote and published an article in the Canton Repository about the LeBron James College of Education's new Urban STEM Center and its outreach and partnership with Stark County schools.

AKRON BEACON JOURNAL

Highway Patrol's new post enhances security at University of Akron

By Jennifer Pignolet

After 16 months of operation, the Ohio State Patrol's Akron post on the University of Akron campus is almost completely renovated to fit the needs of the troopers, investigators and U.S. Secret Service agents who call it home.

There's just the one small matter of the common-wax sinks, which barely hit the troopers' knees.

That's because before the 13,000-square-foot building at 108 Fir Hill was a law enforcement headquarters, it was a child care center.

The center closed about three years ago, just before the state patrol started looking for a place to reopen a post in Summit County.

"It's so clear that we were meant to be here," Director Thomas Sticksrath of the Ohio Department of Public Safety, said during an open house of the facility Tuesday.

The university owns the building and offered a long-term lease to the highway patrol, which offered it to meet the patrol's administrative and law enforcement needs. Agents assigned to Summit County from the Cleveland office of the U.S. Secret Service occupy space in



University of Akron Interim President John Green welcomes the Ohio State Highway Patrol to its new post on campus Tuesday. (Phil Masturzo/Beacon Journal/Ohio.com)

Promoted the public opening of the Ohio Highway Patrol post on campus. Coverage was received in the Beacon Journal, Plain Dealer and 1590 WAKR.

Akron Beacon Journal/Ohio.com

Fortnite overnight?

UA offers esports camps for middle and high school students

Fortnite overnight? UA offers esports camps for middle and high school students

Don't get 12-year-old Gabriel Greathouse wrong.

"I would gladly sit and play games all day," the rising seventh-grader from Akron said.

But he's also glad that's not all they do at Esports Camp at the University of Akron.



The weeklong camp, an offshoot of the university's burgeoning e-sports program, features classroom instruction, group lunches, an hour of exercise each day and team practices. This is the first summer the university has offered the camp, which appears to be one of only a few offered for middle and high school students around the country.

the e-sports program directors as well as the college students, who now have extensive bragging rights around their expertise — the varsity Rocket League gamers were recently named national champions.

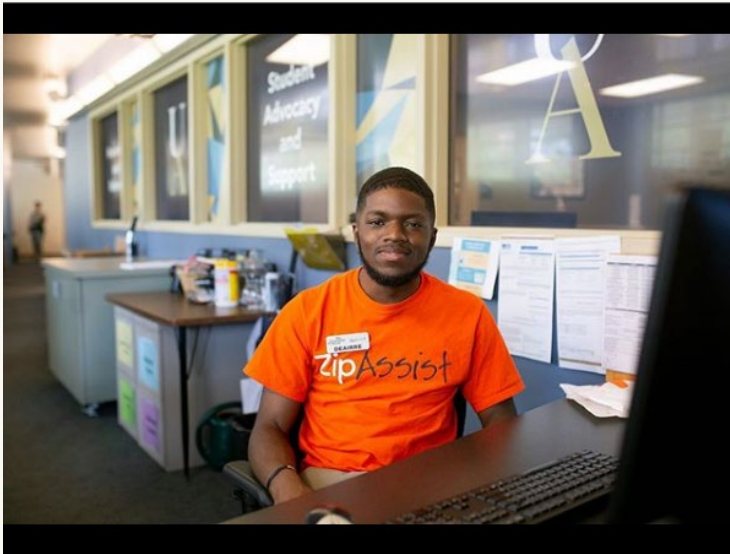
The camp, which has day and overnight options, helps students learn how to excel in the games, but also in life outside of

healthy gaming habits and includes an emphasis on communicating with teammates.

"That has really helped them make some connections here at the camp and broaden their social experience," Meeker said.

For some of the kids, he said, it's likely the first summer camp their parents could convince

We cultivated coverage about the University's first-ever e-sports camp in the Akron Beacon Journal, WEWS-TV, KGTU-TV in San Diego, WCPO-TV in Cincinnati and WPTV-TV in West Palm Beach, Fla.



Summer work in pictures

A portrait series showing all that happens on campus kicked off in July. The portraits and short quotes are posted on Facebook and Instagram

and celebrate employees, researchers, students and others who keep campus vibrant in the summer.

Social media: Instagram, popular with students, keeps growing

Growth across platforms continues, with engagement rates remaining steady. Instagram in particular has seen significant growth in 2019, with followers growing by 11% since January.

We've been working on comprehensive social media plans for the announcement of UA's 18th president and the sesquicentennial. We will introduce our new president across all platforms as part of a comprehensive plan being prepared by UCM.

Social media by the numbers:

Facebook – 37,513 likes (+263 since last report)

Twitter – 83,018 followers (+60 since last report)

Instagram – 15,464 followers (+337 since last report)

Snapchat – 5,200 approx.

LinkedIn – 120,117 followers (+961 since last report)

YouTube – 4,397 subscribers (+158 since last report)

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.



“Zips for Haiti” sold Haitian coffee to raise funds to support a scholarship for Bilou Isaac from Haiti to attend UA.



A new School of Law video touts such attributes as the school's 91% employment rate after 10 months of graduation.



A video invites donors and friends to the ribbon-cutting for the CBA's Anthony J. Alexander Professional Development Center on Sept. 10.



Using time-lapse video, we showed Physical Facilities' efforts to upgrade the pitch at FirstEnergy Stadium - Cub Cadet Field.

Helping bring Broadway to Akron

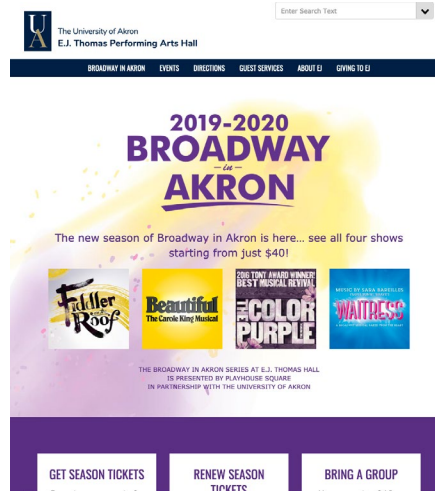
University Communications and Marketing continues to work closely with E.J. Thomas Performing Arts Hall and Cleveland Playhouse Square to promote the Broadway in Akron Series. The 2019-20 series:

“Fiddler on the Roof,” Oct. 15-16, 2019

“Beautiful – The Carole King Musical,”
Nov. 18-19, 2019

“The Color Purple,” Feb. 11-12, 2020

“Waitress,” April 28-29, 2020



Season tickets start at \$40. Complete details and show synopses are available at BroadwayInAkron.com.

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

GOVERNMENT RELATIONS REPORT

PUBLIC LIAISON AND GOVERNMENT RELATIONS UPDATE

June and July 2019

The University of Akron Government Relations Office/Public Liaison communicate with local, state, and federal elected officials and staff about University priorities and objectives. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education and the University in particular. We assist in other meetings on and off campus with elected officials and community leaders with both our administration and our students. During the months of June and July, the bulk of the work at the state level has been advocating for the University in the state biennial budget bill, House Bill 166. UA Government Relations participated in numerous meetings and discussions, several of which are outlined below, with members of the legislature and the DeWine Administration and participated in near-weekly meetings with the Inter-University Council. The Public Liaison assisted with meetings on campus with Treasurer Sprague's office and Congressman Gonzalez's office, spoke about the Greater Akron Civility Center, which operates within the Ray C. Bliss Institute of Applied Politics, at two public events, both of which were televised, hosted the Ohio Summer Social in Washington, D.C. for Ohio congressional members, staff, and sponsors, and participated in meetings with the Greater Akron Chamber, including about Elevate Greater Akron. A more detailed account of the activities of the Government Relations Office/Public Liaison follows.

Greater Akron Civility Center

On June 10, 2019, Dr. Matt Akers appeared on local television show Forum 360 to discuss civility and the work of the Greater Akron Civility Center, which is housed under the Ray C. Bliss Institute of Applied Politics at The University of Akron. Dr. Akers also spoke to the Hudson Rotary Club about the work of the Greater Akron Civility Center on July 24.

HCTV Program Schedule: July 22 - 28

Hudson Library and Historical Society welcomed Cuban author Armando Lucas Correa with his 2019 book *The German Girl*, the story of a 12-year-old girl's harrowing experience fleeing Nazi-occupied Germany only to discover the illusion of promised overseas asylum.

Forum 360 host Leslie Ungar talks about working to return civility to public discourse with Dr. Matthew Akers of The Civility Center at The Bliss Institute of Applied Politics at the University of Akron.

The HCTV coverage of the 2019 Hudson Junior Invitational, hosted at the Country Club of Hudson since 1978, presents Tournament Chairman Peter Eells, Sr. and HCTV's Frank

Youngwerth who interview the 2019 winners, officials, and local professional golfer and benefactor Ben Curtis. Hudson Rotary Club welcomes Leonne Hudson, Associate Professor of History, Kent State University to talk about reactions upon the death of Lincoln.

The City Club of Cleveland has a panel discussion with David Gilbert and Dennis Lehman, about hosting upcoming significant Cleveland sporting events.

HHS'09 alum David Kirkpatrick gave an inspiring talk to Hudson High School students last October about motion picture making and storytelling as president of production at Walt Disney Productions and president of Paramount Studios.



Submitted photo
Forum 360 host Leslie Ungar addresses "Civility in and Uncivil World" with Dr. Matthew P. Akers of The Greater Akron Civility Center of The Bliss Institute of Applied Politics, University of Akron.

Hudson Library and Historical Society welcomed author Stephen Markley to talk about OHIO, his debut novel set in an imaginary town of New Canaan revisited by surviving high school class members.

From the HCTV archives: Hudson Genealogical Study Group presented Steve Powers-Chylinski with 25 of the

best Genealogy Websites; Hudson Community First presents the 2016 Career Panel featuring all Hudson High School alumni; Book Chat Kate Schladehman interviews Lindsay Ward, a children's book author/illustrator from Lakewood; The Herman Show episode 1 when Superintendent Herman talks to Andy

McDonald about the sport of curling; Hudson Garden Club "Seed Saving in the Garden" with Andrew Perretti.

To see a complete schedule, to livestream the HCTV channels, and to view the HCTV archives: watch.hudsoncommunity.tv

Monday, July 22
8 a.m. David Kirkpatrick

9 a.m. Hudson Junior Golf
10 a.m. Book Chat
10:30 a.m. Herman Show
11 a.m. CC: Sports CLE
Noon Rotary: Hudson
1 p.m. Good Day Hudson
2 p.m. History of Schools
3 p.m. HCF Career Panel
4 p.m. Hudson Cooks!

See Page A16 | HCTV

(Hudson Hub Times Article about Dr. Matt Akers' appearance on Forum 360 television show.)

Ohio State Highway Patrol's Akron Post Open House

On June 11, 2019, Government Relations assisted with an open house for the Ohio State Highway Patrol Akron Post, which is the only one in the state located on a college campus. More than 100 people, including local, county and state officials attended the open house and ribbon cutting ceremony. The presence of the Ohio Highway Patrol on campus contributes to campus safety. In a related safety effort, Mr. Nathan Mortimer, chief financial officer and vice president for finance and administration, presented at the Town and Gown Summit at Kent State University on July 18, 2019, along with colleagues from the County, about the University's efforts to improve the safety of nearby off-campus areas.



*(Pictured above, from left, are Lt. **Antonio L. Matos**, Akron post commander; **Thomas J. Strickrath**, director, Ohio Department of Public Safety; Col. **Richard S. Frambro**, superintendent, Ohio State Highway Patrol; **Dr. John Green**, interim president, The University of Akron; and **Ilene Shaprio**, Summit County Executive.)*

Ohio Summer Social

On June 19, 2019, Government Relations hosted the Ohio Summer Social in Washington, D.C. The reception brings together Ohio's congressional delegation, staff, and sponsors of the event for a networking reception. Hundreds of guests attend. Government Relations met with staff from our congressional delegation to discuss legislation and research funding opportunities as well as with University of Akron alumni.



(Dr. John Green, Interim President of The University of Akron, with Congressman David Joyce at the Ohio Summer Social)

Dr. Janet Kavandi, Former Astronaut and Current Director of NASA Glenn Research Center

On June 20, 2019, the Public Liaison assisted in bringing Dr. Janet Kavandi, former astronaut and current director of the NASA Glenn Research Center, to campus to speak to an auditorium full of students. Dr. Kavandi discussed her experiences in space and her role at NASA.



(Dr. Janet Kavandi speaking to an auditorium full of students.)

Summit County Council Recognizes the Akronauts

On June 24, 2019, Summit County Council recognized the achievements of the Akronauts, UA's student rocket-design team. The Akronauts placed third out of 45 teams overall at the 2019 NASA Student Launch Competition, held April 4-6 at the Marshall Space Flight Center in Huntsville, Ala. This is the highest the team has ever placed.



*(Pictured above, from left, are team members **Matthew Stanko**, **Hailee Olson** and **Jonathan Davis** with **David Hamilton**, Summit County Council member.)*

Mayor's Youth Leadership Council

On June 26, 2019, Government Relations assisted in hosting Mayor Dan Horrigan's Teen Leadership Workshop on The University of Akron campus. The Public Liaison provided a welcome to the students, and the students engaged in leadership activities throughout the day. Students also took part in a tour of the University and an admissions presentation.



(Participants in the Mayor's Youth Leadership Council.)

The Public Liaison also helped facilitate a number of meetings on campus during June and July, including an Elevate Greater Akron and University of Akron polymer discussion with representatives from the GAR Foundation, the City, the County, the Greater Akron Chamber, and University of Akron administration, and a financial literacy discussion between University of Akron administration and Treasurer Robert Sprague's staff and Congressman Anthony Gonzalez's staff.

State Legislative Update

H.B. 166 – Biennial Budget General Overview

The biennial budget was introduced on March 25, 2019 by Governor DeWine, which included numerous positive provisions for the Higher Education community. Work by the Ohio House of Representatives was completed on May 9, 2019, and retained many of those provisions and added several other positive sections. The Senate concluded their review and changes on June 20, 2019, also retaining and including positive items for the higher education community. A Conference Committee of Members from both the House and Senate was established on June 20, 2019 to create a final product.

Due to disagreements on several high-profile issues (including taxes and healthcare) the Conference Committee was unable to meet the June 30 statutory deadline to pass a budget. This was only the 2nd time in the last 28 years that the budget was not delivered on time. An interim budget was passed, funding state government at FY2018 levels until July 17, 2019. After two weeks of negotiations, the Conference Committee met on July 16, 2019, and passed the budget, which then passed the House and Senate on July 17, 2019, and was delivered to Governor DeWine for his signature. H.B. 166 passed both the House and the Senate with broad bi-partisan majorities, which is also a rarity in modern times.

H.B. 166 – Enacted Budget Higher Education Provisions

The biennial budget included an unprecedented investment in higher education. The percentage increases are more significant than have been seen in nearly a decade. Highlights important to the University of Akron include:

- **State Share of Instruction:** A 2.1% increase in SSI in FY20 and an additional 1% increase in FY21 (3% overall increase over previous biennium). Total SSI FY20 = \$2.02 million, FY21 = \$2.04 million stipulates that any institutional increase in SSI above prior year shall be used to provide “need-based aid and to provide counseling, support services, and workforce preparation services to students.” Language also included requiring Ohio Department of Higher Education to conduct a study by 6/30/2020 as to benefits of adding a weight to SSI formula for those institutions that can prove employment and job placements, especially in high-demand fields.
- **Bliss Institute Funding:** Funding for the Bliss Institute for Applied Politics at \$62,500 per fiscal year.
- **Ohio College Opportunity Grant:** Increased appropriations by \$3 million in each fiscal year and increased per pupil awards at Ohio's public universities to \$2,000 in FY20 and \$2,500 in FY21.

- **Tuition Caps:** Tuition at Ohio’s universities is limited to 2% (please note that the University’s recently approved increase is less than the cap) and all four-year colleges and universities are mandated to develop a Tuition Guarantee program (which the University is also already participating in).
- **Tech-Cred:** Provides \$15 million in each Fiscal Year to support 10,000 “micro degrees” or industry-recognized credentials through employee reimbursements (the actual programmatic language will be addressed in separate legislation).
- **H2Ohio Program:** The H2Ohio program, created to address water quality issues in Lake Erie, was created and funded with up to \$172 million in surplus revenue from Fiscal Year 2019, plus 50% of any GRF ending balance surplus in Fiscal Year 2021. The final version included language that specifically included institutions of higher education to participate in the program. A separate piece of legislation H.B. 7, which would create an H2Ohio Advisory Council, is still pending in the Ohio Senate.

High-Level Meetings Related to Advocacy in H.B. 166

Over the several months that the biennial budget was being debated, UA Government Relations, along with Interim-President Dr. John Green, participated in numerous meetings to advocate for the University’s budget priorities. Several of those meetings with high-level individuals are as follows:

- Randy Gardner, Chancellor, Department of Higher Education
- Senator Stephanie Kunze, Chair of the Senate Higher Education Committee
- Senator Kristina Roegner, University of Akron Delegation
- Laurel Dawson, Chief of Staff for Governor Mike DeWine
- Ray DiRossi, Budget Director, Senate Republican Caucus
- Goran Babic, higher education policy staffer for the Senate Republican Caucus

IUC Presidents Breakfast with Governor DeWine

On June 6, 2019, Interim-President Dr. John Green participated in a breakfast meeting with Governor DeWine and many Presidents of Ohio’s colleges and universities. The topics discussed during the meeting included budget provisions, a general discussion of hazing issues on campuses, and early discussions on the 2020 capital budget process.

Legislation Update

H.B. 2 (Cross/LaPore-Hagan) & H.B. 4 (Richardson/Robinson) – H.B. 2 would create the Tech-Credit program which would develop the Individual Microcredential Assistant Program to develop a grant program for individuals and businesses who earn a short-term certificate in an in-demand field as identified by the Chancellor of Higher Education. H.B. 4 requires the Governor’s Office of Workforce Transformation to act as a liaison between the business community and the Department of Education and the Department of Higher Education to identify and assist businesses with identifying industry-recognized credentials that may be offered to their employees. Language for these programs, and an appropriation, were included in the Senate version of the budget. The appropriation was retained in Conference Committee, but the program mechanics will be worked out in these bills this fall in the Ohio Senate as they have already passed the House.

H.B. 9 (Jones/Sweeney) – H.B. 9 would create a universal standard for general education courses and would create an equivalency tool at the Department of Higher Education to assist in the transfer of coursework between state institutions of higher education, among other provisions. The IUC has been working with various legislators and all of the Government Affairs personnel to improve on what we believe is a largely unnecessary bill. The bill passed the Ohio House by a vote of 95-0 and may be considered in the Senate this fall.

H.B. 16 (Perales) – H.B. 16 would grant in-state tuition for active-duty members of the military and their dependents who are stationed in the State of Ohio but may not be permanently domiciled here. The bill received strong support from the Higher Education community and passed the Ohio House unanimously, and, to date, has had one hearing in the Senate Higher Education Committee. We anticipate passage in the fall.

H.B. 88 (Antani)/SB40 (Brenner/McColley) – Campus Free Speech. S.B. 40 is a re-draft of H.B. 758 (Antani) from the 132nd General Assembly. H.B. 88 is also modeled after H.B. 758; however, Representative Antani has also made some concerning additions to the bill. Both bills would require Universities to protect expressive activities, bar the use of “free speech zones,” and allow a civil action against the University for violations of the act. H.B. 88 goes on to expand the definition of “harassment” by employees of higher education institutions, prohibit charging security fees based on the content of the expression of the event, and would require universities to adopt a harassment policy as prescribed by the bill. There has been no activity on these bills for several months. Many universities have adopted policies similar to the “Chicago Statement,” including The University of Akron, which may have dampened the immediate “need” for the legislation.

S.B. 120 (McColley) – S.B. 120 would clarify that the Auditor of State may conduct a performance audit of multiple institutions of higher education as necessary, as opposed to being limited to one such audit per year. The bill passed the Ohio Senate unanimously and will now be heard in the Ohio House of Representatives. (S.B. 120 was also included in the Senate version of H.B. 166, the biennial budget, but was removed during the Conference Committee process.)

Academic Issues & Student Success

August 14, 2019
Board Meeting

Presiding:
Olivia P. Demas

	Presentation: Direct Connect
1	*Proposed Curricular Changes
2	*Proposed Department Name Change
3	*Tentative Graduation List and Statistics for Summer 2019
	For Information Only:
4	Enrollment Management Report
5	Research Report
6	Student Success Report
*	CONSENT AGENDA: ITEMS 1, 2, 3

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on August 14, 2019.

New Programs:

Establish a 3 + 3 Bachelor of Arts in Philosophy and Juris Doctor in the Buchtel College of Arts and Sciences, Department of Philosophy and the School of Law, proposal #16-19508

This program will allow highly motivated students to complete both degrees in six years.

Establish a new Business Cognate Track in the Bachelor of Arts in Music in the Buchtel College of Arts and Sciences, School of Music with the College of Business Administration, proposal #17-20676

This program will prepare music students with skills in business management, grant writing, and entrepreneurship.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on August 14, 2019 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new 3+3 Bachelor of Arts in Philosophy and Juris Doctor in the Buchtel College of Arts and Sciences, Department of Philosophy and the School of Law
- Establish a new Bachelor of Arts Track with a Business Cognate in the Buchtel College of Arts and Sciences, School of Music

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

PROPOSED DEPARTMENT NAME CHANGE

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Proposed Name Change of the Department of Chemical and Biomolecular Engineering to the
Department of Chemical, Biomolecular, and Corrosion Engineering

WHEREAS, The faculty of the Department of Chemical and Biomolecular Engineering have voted to change the department name to the Department of Chemical, Biomolecular, and Corrosion Engineering to better reflect its mission; and

WHEREAS, Both the faculty of the College of Engineering and the Faculty Senate have recommended changing the name of the Department of Chemical and Biomolecular Engineering; and

WHEREAS, The President and the Office of Academic Affairs concur; Now, Therefore,

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 14, 2019 pertaining to approval of the proposed name change of the Department of Chemical and Biomolecular Engineering in the College of Engineering, to the Department of Chemical, Biomolecular, and Corrosion Engineering be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

**TENTATIVE GRADUATION LIST AND
STATISTICS FOR SUMMER 2019**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Doctor of Philosophy		25	
	Buchtel College of Arts and Sciences		25
Doctor of Philosophy		17	
	College of Engineering		17
Doctor of Philosophy		2	
	The LeBron James Family Foundation College of Education		2
Doctor of Philosophy		17	
	College of Polymer Science and Polymer Engineering		17
Doctor of Nursing Practice		2	
Doctor of Philosophy		7	
	College of Health Professions		9
Doctoral Degree Candidates			70
Master of Applied Politics		1	
Master of Arts		23	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		1	
Master of Music		2	
Master of Public Administration		1	
Master of Science		18	
	Buchtel College of Arts and Sciences		47
Master of Science in Biomedical Engineering		1	
Master of Science in Chemical Engineering		2	
Master of Science in Civil Engineering		4	
Master of Science in Electrical Engineering		6	
Master of Science in Mechanical Engineering		9	
	College of Engineering		22
Master of Arts in Education		21	
Master of Science in Curriculum and Instruction		2	
Master of Science in Education		2	
	The LeBron James Family Foundation College of Education		25
Master of Business Administration		21	
Master of Science in Accountancy		3	
Master of Science in Management		2	
	College of Business Administration		26
Master of Polymer Science and Polymer Engineering		1	
Master of Science		3	
Master of Science in Polymer Engineering		6	
	College of Polymer Science and Polymer Engineering		10
Master of Arts in Child Life Specialist		2	
Master of Arts in Education		14	
Master of Arts in Speech - Language Pathology		19	
Master of Public Health		1	
Master of Science in Education		13	
Master of Science in Nursing		29	
Master of Social Work		5	

College of Health Professions		83
Masters Degree Candidates		213
Bachelor of Arts	51	
Bachelor of Arts in Business and Organizational Communication	1	
Bachelor of Arts in Child and Family Development	13	
Bachelor of Arts in Family and Child Development	1	
Bachelor of Arts in Fashion Merchandising	3	
Bachelor of Arts in Interior Design	1	
Bachelor of Arts in Multidisciplinary Studies	6	
Bachelor of Fine Arts	1	
Bachelor of Music	2	
Bachelor of Science	43	
Bachelor of Science in Computer Science	5	
Bachelor of Science in Geography - Geographic Information Sciences	1	
Bachelor of Science in Political Science/Criminal Justice	5	
Buchtel College of Arts and Sciences		133
Bachelor of Science in Aerospace Systems Engineering	1	
Bachelor of Science in Biomedical Engineering	1	
Bachelor of Science in Chemical Engineering	1	
Bachelor of Science in Civil Engineering	1	
Bachelor of Science in Corrosion Engineering	1	
Bachelor of Science in Electrical Engineering	1	
Bachelor of Science in Mechanical Engineering	4	
College of Engineering		10
Bachelor of Arts in Education	1	
Bachelor of Science in Education	1	
The LeBron James Family Foundation College of Education		2
Bachelor of Arts	2	
Bachelor of Business Administration	20	
Bachelor of Science in Accounting	14	
Bachelor of Science in Labor Economics	3	
College of Business Administration		39
Bachelor of Arts	1	
Bachelor of Arts/Social Work	9	
Bachelor of Science in Education	13	
Bachelor of Science in Exercise Science	12	
Bachelor of Science in Nursing	50	
Bachelor of Science in Respiratory Therapy Technology	1	
College of Health Professions		86
Bachelor of Science in Automated Manufacturing Engineering Technology	2	
Bachelor of Science in Computer Information Systems	17	
Bachelor of Science in Construction Engineering Technology	1	
Bachelor of Science in Emergency Management and Homeland Security	9	
Bachelor of Science in Mechanical Engineering Technology	1	
Bachelor of Science in Organizational Supervision	50	
Bachelor of Science in Surveying and Mapping	2	

College of Applied Science and Technology		82
Baccalaureate Degree Candidates		352
Associate of Applied Science in Criminal Justice Studies	2	
Associate of Applied Science in Criminal Justice Technology	1	
Buchtel College of Arts and Sciences		3
Associate of Applied Science in Healthcare Simulation Technology	1	
Associate of Applied Science in Medical Assisting Technology	17	
Associate of Applied Science in Radiologic Technology	14	
Associate of Applied Science in Surgical Technology	13	
College of Health Professions		45
Associate of Applied Business in Business Management Technology	1	
Associate of Applied Business in Computer Information Systems	4	
Associate of Applied Science in Construction Engineering Technology	3	
Associate of Applied Science in Emergency Medical Services Technology	2	
Associate of Applied Science in Land Surveying	1	
Associate of Applied Science in Mechanical Engineering Technology	2	
Associate of Arts	7	
Associate of Science	1	
Associate of Technical Study	23	
College of Applied Science and Technology		44
Associate of Applied Business in Health Care Office Management	1	
Associate of Applied Science in Exercise Science Technology	5	
Associate of Applied Science in Paraprofessional Education	1	
Associate of Arts	5	
Associate of Science	3	
Wayne College		15
Associate Degree Candidates		107

742 Total Degrees



Office of the University Registrar • Division of Student Success

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2013							188,649
Summer 2013	265	490	300	53			1,108
Fall 2013	186	829	254	47	2	28	1,346
Spring 2014	383	1,714	603	26	12	98	2,836
AY 2013-2014	834	3,033	1,157	126	14	126	5,290
Summer 2014	123	468	270	53			914
Fall 2014	216	842	244	36	3	32	1,373
Spring 2015	390	1,824	586	42	5	110	2,957
AY 2014-2015	729	3,134	1,100	131	8	142	5,244
Summer 2015	139	455	296	58			948
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,843	585	38	4	91	2,930
AY 2015-2016	710	3,166	1,117	140	6	125	5,264
Summer 2016	122	403	285	60			870
Fall 2016	188	801	241	50	0	30	1,310
Spring 2017	326	1,827	589	57	2	92	2,893
AY 2016-2017	636	3,031	1,115	167	2	122	5,073
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	290	1,765	477	60	1	98	2,691
AY 2017-2018	553	2,884	892	164	2	120	4,615
Summer 2018	113	371	189	45			718
Fall 2018	132	752	159	56	2	31	1,132
Spring 2019	274	1,731	421	50	0	98	2,574
AY 2018-2019	519	2,854	769	151	2	129	4,424
Total Degrees Awarded through Spring 2019							218,559

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Proposed Degree Recipients for Summer 2019

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on August 14, 2019 pertaining to the Proposed List of Degree Recipients for The University of Akron Summer 2019, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 3

**TENTATIVE GRADUATION LIST FOR
SUMMER 2019**

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Following are the names of prospective degree candidates who have applied by Monday, July 29, 2019. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Kathleen Alto
Thomas R. Beatman
Celina R. Cahalane
Taylor L. Ceroni
Dipendra Dahal
Innocent S. Demshemino
Larissa-Jayne Edwards
Sebastian Engelhardt
Mahmoud F. Farrag
Boris Genzer
Anna K. Harrington
Xiaosi Li
Peter R. Mallik
Megan T. Nolan
Maria L. Pappa
Dionna D. Richardson
Sarah E. Sanders
Rebecca A. Schlesinger
Danielle M. Shaw
Michael L. Stromyer
Scott A. Thomas
Jared A. Ward
Britney A. Webster
Dawna F. Wensel
Zhiling Zhao

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

College of Engineering

Doctor of Philosophy

Muapper J. Alhadri
Ahmed M. Ali
Abdullah A. Aljubiri
Elaheh Dorari
Hooman Enayati
Ashish D. Gadhave
Dima A. Husein
Marjan Alsadat Kashfipour
Wen Luo
Andrew-David T. McClain
Nitin Mehra
Mostak Mohammad
Nitin Parsa
Mohammad Ranjbar
Sayed Cyrus Rezvanifar
Xiaochen Shen
Shaghayegh Sorouri

The LeBron James Family Foundation College of Education

Doctor of Philosophy

Ebtesam M. Alqahtani
Sha Li

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Ramadan Abouomar
Anisa Cobaj
Alex P. Kleinfehn
Heyi Liang
Suqi Liu
Yuanyuan Luo
Cecilia Margarida Mendes Motta
Kaushik Mishra
Brittany Pellegrene
Alankar Rastogi
Pushkar S. Sathe
Junyoung Seo
Tyler A. Tommey
Stephanie L. Vivod
Xuesi Yao
Chi Zhang
Mengmeng Zhao

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

College of Health Professions

Doctor of Nursing Practice

Samantha Brigotti
Melissa Stallings

Doctor of Philosophy

Michelle J. Bowes
Bethanie Cavalier
Noelle M. Chappelle
Nathan Kerr
Julianne S. Massimo
William N. Osei
Charity A. Smith

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Bradley J. Phlipot

Master of Arts

Brendan Q. Bennett
Devynn C. Campbell-Halfaker
Julie Chen
Maya A. Curtis
Brandon A. Dean
Elliot E. Georgiadis
Natalie R. Grieshammer
Kristen Hassenkamp
Kiarra C. King
Chris M. Leidig
Jeremiah M. Luke
David E. Mizuta
Marisa K. Norton
Ajay Radhakrishnan
Shannon L. Sales
Randall S. Slonaker
Lauren C. Sprowls
Carly A. Stahl
Jamie M. Strong
Jennifer F. Sublett
Ryan K. Thibodeau
Anthony Villalba
Ginelle L. Wolfe

Master of Arts in Political Science

Hayley R. Cargill

Master of Fine Arts in Creative Writing

Mary T. O'Connor

Master of Music

John D. Connors
Seth J. Kenyon

Master of Public Administration

Matthew P. Brady

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Master of Science

Alexander M. Alberts
Daniel J. Becker
Anthony J. Cava
Tatiana Chachkovskyy
Stacy A. Collier
Sanjay Gaire
Ravindra Gudneppanavar
Jorian C. Krob
Matthew A. Murrow
Phong V. Nguyen
Pramila Paudyal
Sabita Pokhrel
Khetam A. Rahmani
Seyed Mostafa Razavi
Zachary C. Santangelo
Timothy A. Schmucker
Nicholas J. Wander
Yuan Xue

College of Engineering

Master of Science in Biomedical Engineering

Natalie Fountas-Davis

Master of Science in Chemical Engineering

Amit Adhikari
Austin Odei-Bosompem

Master of Science in Civil Engineering

Gary P. Neffenger
James E. Obi-Akatchak
Muge Pekersoy
Joshua E. Thomas

Master of Science in Electrical Engineering

Fubing Han
Venkata Sai Praneeth Karempudi
Padmini Lala
Kyungin Nam
Sainath Reddy Samireddy
Ali Topcu

Master of Science in Mechanical Engineering

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Ali M. Alshaqah
Adekunle S. Falola
Prasanna Chaitanya Gadepalli
Md. Rubayat-Ul- Islam
Ian P. Kay
Ayse Ozen
Emma L. Pierson
Alexander Sorin
Zachary D. Toom

The LeBron James Family Foundation College of Education

Master of Arts in Education

Rachel H. Alaimo
Nina Blake
Sarah Charles
Katelin D. Dillon
Taylor M. Farley
Krystian R. Hall
Margaret J. Kreider
Kaitlyn M. Lovick
Jennifer A. McGraner
Christina M. Paskiet
Daphne Pavlik
Aimee E. Pearce
Laura L. Rini
Elizabeth C. Rinkes
Kristina A. Rynties
Valerie L. Sasala
Nikki L. Smalley
Mary K. Theus
Mark A. Vance
Towanda M. White-Miller
Katie R. Wright

Master of Science in Curriculum and Instruction

Starla P. Burns
Chelsea Sintobin

Master of Science in Education

Nicholas B. Harris
Dennis P. Spinks

College of Business Administration

Master of Business Administration

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Bradley R. Allison
Matthew J. Bocian
Ellen K. Chittester
Bruna M. De Assis
Francis E. Factora
Kevin R. Freund
Jeffrey D. Friedel
Rachel C. Grof-Rice
Andrew J. Hammond
Joseph K. Harris
Trent K. Howard
Kristen A. Knotts
Joseph M. Mora
Tamara C. Mora
Conrad D. Paul
Bruno Peron Sorato
Avalon V. Schuler
Rebecca S. Thomas
Tracy J. Thomas
Ashley N. Weimer
Samer L. Zawahri

Master of Science in Accountancy

Michael S. Harvey
Melanie Jacobs
Xiaohui Zhang

Master of Science in Management

Jeffrey C. Cameron
Justin T. Fodor

College of Polymer Science and Polymer Engineering

Master of Polymer Science and Polymer Engineering

Tai-Hsun Tsai

Master of Science

Natasha Bringham
Ivan Dolog
Grant M. Kippenbrock

Master of Science in Polymer Engineering

Wenhe Chen
Wenhao Li
Yi Ting Lo

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Leyao Wu
Xinchi Wu
Yu Zou

College of Health Professions

Master of Arts in Speech - Language Pathology

Patricia Y. Blyden
Cera A. Dodrill
Riley Frens
Heather D. Gabel
Lauren I. Greer
Tracy J. Heupel
Felicia Hitchner
Margaret A. Kennedy-Dygas
Julia Kotterman
Jana M. Kuwik
Makayla M. Martin
Sara E. Massey
Leah L. Melendez
Chelsea M. Rose
Katelyn A. Strine
Cassandra A. Sutton
Charisse M. Toeppe
Kara L. Wiercioch
Julianne F. Zack

Master of Arts in Child Life Specialist

Carolyn R. Army
Sarah Gurbal

Master of Arts in Education

Allison R. Bowers
Christina Burr
Jessica A. Fennell
Bianca Frammartino
Tamara L. Gabalski
Emily A. Gross
Catherine L. Hoover
Lauren V. Kuzniar
Taylor E. Ogden
Andrea S. Reppa
Quayla S. Simms
Alexandria N. Smith
Janell K. Supanich
Megan P. Whelchel

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Master of Public Health

Zarreen Farooqi

Master of Science in Education

Brianne R. Adcock
Jamal D. Baggett
Allison M. Barnard
Courtney L. Brown
Sean A. Carroll
Kyle A. Foster
Kiera E. Graham
Reuben E. Green III
Jacob P. Huck
Nicole L. Krueger
Shannon C. Newnes
Laura E. Rybka
Stacy D. Triola

Master of Science in Nursing

Ronya A. Ajeel
Eric R. Ambrus
Joseph D. Baiera
Joshua T. Bolliger
Michael R. Breiding
Carli M. Cernosky
Natalie A. Collier
Kelly J. Douck
Danielle J. Dutton
John D. Kanotz
Andrew P. Kochan
Nataliya Lasiychuk
Alyssa M. Leonard
Sammy S. Loonkishu
Malissa M. Lynn
Anson M. McQuigg
Brittany K. Mitchell
Kyle C. Parks
Emily D. Pataki
Marheanne Abbigail B. Retardo
Katherine E. Shevchuk
Justin P. Shoemaker
Taylor S. Straubing
Alivia R. Tozzi
Bryan Vissat
Kristen M. Waltz
Rebekah A. Weismantel
Ryan J. Wells

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Karie A. Wohlford

Master of Social Work

Lillian K. Brown
Lequetta M. Gill
Tanya L. Hendricks
Brittany M. Simmons
Letitia V. Young

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Business and Organizational
Communication

Julie M. Dennewitz

Bachelor of Arts in Child and Family Development

Azia R. Alexander
Mallory A. Bauman
Emma E. Campbell
Briana M. Cooper
Melissa A. Dempsey
Taylor J. Edwards
Ashley E. Fisher
Michaela M. Gamiere
Jalyn R. Meade
Olivia C. Nassos
Vanielle V. Robinson
Madeline A. VanHorn
Danielle N. Williams

Bachelor of Arts in Family and Child Development

Tayler N. Woodall

Bachelor of Arts in Fashion Merchandising

Maria E. Brown
Jennifer M. Gould
Ciapriana D. Moore

Bachelor of Arts in Interior Design

Tyler W. Bertelsen

Bachelor of Arts in Multidisciplinary Studies

Makiyah E. Jackson
Justin A. Morris
Damon A. Mullen
Jordan S. Shamlou
Nichole R. Thomas
Romeo V. Travis

Bachelor of Science in Geography - Geographic
Information Sciences

Robert A. Schneider

Bachelor of Science in Political Science/Criminal Justice

Ethan A. Arnold
Matthew Hardman
Kristen N. Harrell
Jacque V. McClellan
Christina Stano

Bachelor of Arts

Ashley M. Ames
Desirae I. Anderson
Jacob L. Appleby
Juan C. Barreto
Kayla A. Bell
Denerio V. Beverly
Demetria C. Boyazis
Aaron W. Brodnik
Chandler M. Cargill
Madison P. Clowdus
Billie Jo E. Cox
Jacqueline T. Curtis
Mark E. Ellis
Stormy L. Eshelman
Brian C. Fernandez
Alexander J. Fisher
Iyanah R. Frost
Jenna M. Gasser
Tayler L. Gill
Destinee M. Green-Duncan
Roxann E. Hanson
Brianna P. Hayes
Mila M. Hodgson
Andrew M. Hujar
Bryan A. Johnsen
Tatiana J. King
Kaitlyn E. Klemp
Morgan T. Larsen
Lydia J. Mainzer
Dawson J. Mancabelli
Mark W. Mole
Davis J. Moore
Tara J. Murphy
Samuel W. Oman
Kelli Orrick
Mia J. Pettit
Maxine K. Prince
Devin M. Shinshock
RiAllen L. Simmons
Eric W. Skidmore

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Matthew J. Speidel
Stevanna R. Struhar
Tyra J. Tolton
Alec B. Trieff
Isaiah S. Truss
Bryce L. Tucker
Mary M. Turley
Jake B. Wiandt
Ariana D. Wilin
Caitlyn N. Winkle
Ramon D. Wise

Bachelor of Fine Arts

Joseph K. Akinyemi

Bachelor of Music

Emily E. Beck
Cody C. Ray

Bachelor of Science

Ryan M. Aho
Ryan M. Aho
Varun S. Aitharaju
Alexander M. Alberts
Amani Ashraf
Daniel J. Becker
Meghana Chanamolu
Emilie Cohn
Sritej Devineni
Cheyenne L. Dryer
Austin D. Firth
Nupur N. Goel
Megha Gupta
Shreya P. Gurumurthy
Andrew E. Januzzi
Layla J. Kent
Katherine J. Kloecker
Brandon M. Kopfer
Kaela M. Long
Kaitlyn M. Luggelle
Anish Mandala
Sondos A. Mishal
Maahi Mistry
Abhishek Nandra
Ethan J. Obradovich
Kishan H. Pandya
Karishma Patel

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Jaime J. Rios
Adam O. Saleh
Jad A. Saleh
Anamika A. Singh
Hannah K. Smith
Saiaaravind Sompalle
James B. Stouffer
Krithika Sundaram
Ali M. Syed
Ananya V. Tawde
Jillian E. Trask
Zeel I. Vaghasia
Caitlin Villers
Paayal S. Vora
Alena Yezhova
Steven A. Young

Bachelor of Science in Computer Science

Moayed O. Aljaser
Braden M. Blackwell
Aleksandar Drobnjak
Quanshu Lu
Matthew E. Schaub

College of Engineering

Bachelor of Science in Aerospace Systems Engineering

Ryan M. Cook

Bachelor of Science in Biomedical Engineering

Logan C. Belew

Bachelor of Science in Chemical Engineering

Courtney C. Goedel

Bachelor of Science in Civil Engineering

William M. Somodi

Bachelor of Science in Corrosion Engineering

Mohammed A. Alsaffar

Bachelor of Science in Electrical Engineering

Dawit C. Bekele

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Bachelor of Science in Mechanical Engineering

Ziyad A. Almohatrish
James R. Bolze
Riniah A. Foor
Alexander R. Mann

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Mikehl T. Dunn

Bachelor of Science in Education

Karley M. Anderson

College of Business Administration

Bachelor of Arts

Ryan M. Aho
Manuel Maria Pinto de Andrade Cordeiro

Bachelor of Business Administration

Brittany L. Anderson
Ian M. Behm
Natalie B. Comeriato
Savannah L. Frase
Clarke M. January
Alexis M. Macko
Megan L. McBryer
Christopher R. Meffert
Hasan A. Mishal
Karli M. Morisak
Nicholas A. Murray
Nicholas R. Myers
Anastasia Otto
Ian C. Rechtenbach
Tristan D. Ross
William K. Schulz
Jacy N. Vassas
James W. Wood
Cody A. Wooley
Masood G. Yousefi

Bachelor of Science in Accounting

Jacquez E. Battle

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Jaret C. Brown
Jonathan C. De Lapa
Bradley M. Enot
Savannah L. Frase
Kerah I. Gross
Jacob J. Keltz
Benjamin C. Kozjak
Jessica G. Martin
Krista A. Mathis
Makayla E. Pushak
Paanii O. Robertson-Laryea
Joshua Szilagyi
Capri L. Townsend

Bachelor of Science in Labor Economics

Michael P. Grifa
Natalie E. Martucci
Clay A. Smalley

College of Health Professions

Bachelor of Science in Respiratory Therapy Technology

Clare E. Gallagher

Bachelor of Arts

Anastazja M. Golab

Bachelor of Arts/Social Work

Jarrold J. Beyler
Joelyn H. Cervantez
Dawn R. Davidson
Gigi Jackson
Serafina Kirkpatrick
Tamara Mobley
Carol S. Schott
Caleb D. Steiner
Kimberly K. Tish

Bachelor of Science in Education

Donte L. Bailey
Deaven T. Curtis
Tevin L. Davis
Van Edwards
Alexander J. Fagerlin
Ulysees L. Gilbert

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Miguel A. Justo
Angela R. Kocinski
Paloma Marrero Muñoz
Madison H. Myers
Laureen L. Ruble
Christian A. Shearer
Kellie N. Thompson

Bachelor of Science in Exercise Science

Nathaniel J. Bergan
Lauren D. Boak
Darryl R. Chajon
Falyn A. Davis
Katrina Ellis
Scott A. Grenig
Katelyn N. Kline
Florent Kololli
Sarah N. Kyser
Derek A. Sitzlar
Kaitlyn E. Thomas
Braxton R. Wilson

Bachelor of Science in Nursing

Veronica Arthur-Mensah
Brittany N. Bradnick
Rachael C. Brinning
Jessica L. Cash
Mason A. Centanne
Emily M. Cerni
Jennie R. Coffman
Amber H. Cox
Jennifer Croft
Jason A. Davis
Peter A. DiFilippo
Kathleen J. Dodson
Elizabeth Dumigan
Bianca R. Flohr
De'Ebony Flowers
William R. Fullington
Monica D. Gross
Desiree' T. Hall
Heather A. Heller
Katelyn Hess
Markilynn N. Hogle
Diane K. Hostetler
Timothy R. Hull
Lauren R. Keene
Danielle J. Kemp

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Elsa E. Kendrick
Elsa Maggiolino
Dannielle Mastroianni
Albina Matsko
Emily M. Mattern
Carla McDonough
Ashley A. Miller
Chelsea A. Miller
Madison E. Mueller
Pamela J. Mull
Abbey Nagel
Hakim Nuru
Christine A. Olle
Augusta Osafo-Ansah
Rebecca Outrich
Julia Piro
Katherine N. Plakas
Stephanie R. Pribonic
Lindsay M. Ray
Meghan E. Rzotkiewicz
Tonia S. Sowers
Beatrice L. Stevenson
Brandi L. Thacker
Emma G. Wittekind
Aleson Xiong

College of Applied Science and Technology

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Mitchell M. Aeling
Abdalelah O. Karsou

Bachelor of Science in Computer Information Systems

Joshua H. Bloam
Tyler D. Boreman
Eric A. Cabranes
Nicholas J. Carr
Tyree C. Lewis
Anastasia Mikheeva
Kelsie C. Miller
Spencer Mitchell
Aaron D. Mouse
Adrian M. Muica
Purusottam Neopanay
David C. Nutt
Siegfried Ogbarmey-Tetteh
John C. Schuller

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Matthew P. Vorisek
Timothy E. Winkler
David J. Zakowski

**Bachelor of Science in Construction Engineering
Technology**

Meshari N. Alharbi

**Bachelor of Science in Emergency Management and Homeland
Security**

Justin A. Gentry
Jeremie A. Greenwell
Joseph A. Haluska
Austin D. Holsinger
Nicholas A. Irhin
Abigail L. Martin
Philip M. Memmen
Richard A. Nickerson
Brendon J. Simmons

Bachelor of Science in Mechanical Engineering Technology

Abdullah A. Almarri

Bachelor of Science in Organizational Supervision

Marshal J. Authenreith
Chelsea Baker-Alnawaiseh
Taylor L. Brady
Kalyn R. Brown
Kourtney A. Burington
Jordan A. Crews
Trent R. Davis
Vivek Desai
John Dooley
Caitlyn R. Gademer
Lucas D. Geer
Noah B. Giaimo
Eric M. Goode
Benjamin J. Grimaldi
Andrew Harju
Rebecca L. Hatch
David W. Hawk
Brandon Holmes
Bradley C. Holmok
Jimond R. Ivey
Jason D. Janda
Michael A. Kinkela

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Thomas J. Kurucz
Samantha L. London
Christopher Mack
Valerie J. Mauck
Alexis E. Noonan
John W. Petersen
Andrew F. Petras
Michaelle Phillips
Justine Poorman
Cynthia M. Regis
Allissa A. Roselli
Barbara L. Rossey
Ike Samson - Akpan, Jr
Luke G. Schar
Leonardo A. Scrima
Colleen R. Sinclair
Jelena Slijepcevic
Lynn L. Smith
Maddison L. Smith
Lindsay Stephens
Kyle J. Svoboda
Kaitlynn R. Taylor
Amanda M. Thornton
Cheyenne Wade
Willie Walden
Grant C. Walder
Tatiana A. Ward
Thomas E. Wright

Bachelor of Science in Surveying and Mapping

Timothy R. O'Connell
Kyle D. Shatzer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Studies

Mitchell M. Polka
Brendon J. Simmons

Associate of Applied Science in Criminal Justice
Technology

Nathaniel C. Iott

College of Health Professions

Associate of Applied Science in Healthcare Simulation
Technology

Megan J. Brown

Associate of Applied Science in Medical Assisting
Technology

Dejanay R. Artis
Erica R. Blevins
Caitlyn R. Davis
Alicia A. Grimm
Jennifer R. Holobaugh
Lindsey M. K'Meyer
Laura McDaniel
Schae A. Painter
Ashley N. Partlow
Tyneisha J. Patrick
Jessica S. Richter
Ryan N. Rittenour
Jennifer L. Shreve
Danielle E. Sigman
Shadrae Stinson
Shelise A. Stinson
Kyla D. White

Associate of Applied Science in Radiologic Technology

Shawna M. Austin
Josie N. Campbell
Reda R. Campbell
Austin J. Clapper
Vanessa A. Elsholz
Albert S. Falkenstein

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer**

Madeline I. Grande
Brianna M. Hardwick
Andrew D. Hopkins
Brittney L. Ingersol
Tiffany A. Lance
Kaylee N. Miller
Mia L. Nonno
Maxim Panasenko

Associate of Applied Science in Surgical Technology

Devin L. Ardner
Marissa A. Christian
Riley J. Cummins
Jody L. Cunningham
Olivia F. Daunhauer
Keylee M. Hanzie
Amanda L. Jenkins
Amanda R. Johnson
Haley M. Nelson
Ryan C. Oberheu
Lauren E. Polansky
Emma L. Thurston
Michaela D. Williams

College of Applied Science and Technology

Associate of Applied Business in Computer Information Systems

Alfeia G. Bell
Joshua M. Mesaros
Timothy E. Winkler
Benjamin T. Zelei

Associate of Applied Science in Construction Engineering Technology

Meshari N. Alharbi
Kristopher N. Bailey
Matthew J. Konen

Associate of Applied Science in Emergency Medical Services Technology

Kyle M. Breznai
Tyler A. Dubravetz

Associate of Applied Science in Land Surveying

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Jacob D. Beadnell

**Associate of Applied Science in Mechanical Engineering
Technology**

Christopher J. Sauder
Eleas Y. Young

**Associate of Applied Business in Business Management
Technology**

Tammy Jackson

Associate of Arts

Chelsea Baker-Alnawaiseh
Rachel A. Elkins
Catherine R. Farnsworth
Joshua A. Knox
Barbara L. Rossey
Matthew S. Shewbridge
Traci L. Williams

Associate of Science

Brittney L. Ingersol

Associate of Technical Study

Lexsis M. Baker
Abigail E. Balogh
Trinity Broadhead
Graham W. Evans
Londa L. Gammell
Lance Garrett
Leeann L. Hahn
Julian L. Lafine
Estefania Lowe
Dorian Mcvaney
Turner A. Mesko
Caleb J. Milhoan
Amanda M. Miller
Sophia R. Pallotta
Jeremy D. Petroski
Tristan D. Schreffler
Terra D. Simon
Anna-Marie K. Smith
Breanne A. Smith
Jason D. Tell
James R. Tice

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2019 Summer

Britnee J. Wilt
Jason M. Wynn

Wayne College

**Associate of Applied Business in Health Care Office
Management**

Londa L. Gammell

**Associate of Applied Science in Exercise Science
Technology**

Nathaniel J. Bergan
Jennifer K. Kalikasingh
Justin R. Mullis
Devin P. Reed
DeQuan D. Smith

**Associate of Applied Science in Paraprofessional
Education**

Karley M. Anderson

Associate of Arts

Jarrold J. Beyler
Brad A. Jarvis
Tara Kutz
Kathryn Miller
Taylor L. Miller

Associate of Science

Kristina Clem
Caryssa J. Fazenbaker
Jordan M. Hunt

742 Total Degrees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

ENROLLMENT MANAGEMENT REPORT

The University of Akron – Enrollment Management Report Board of Trustees Report – August 2019

2019 High School Class: Focus on Reducing Melt

Throughout the summer, we have been focused on keeping our confirmed students, as well as their parents engaged and excited about enrolling at UA this fall. We have been working closely with our campus partners to reduce the melt through our bi-weekly Yield Group meetings; meetings this summer with each Dean and his/her leadership team; frequent communication with our colleagues in New Student Orientation, Student Financial Aid, Student Accounts and Residence Life & Housing.

Finally, our technical teams in enrollment management have developed tools to learn more about why students have decided to enroll or not enroll at UA.

Outreach/Communication to Students

The Mark your Calendar postcard was mailed this summer to confirmed students. The postcard provides information about on-campus housing move-in, Convocation, New Roo Weekend, first day of classes, Week of Welcome, first Zips athletics events, Homecoming/Family Weekend, Make a Difference Day and more.



UA Class T-shirts are distributed at each New Student Orientation program. Students continue to add their posts to the uakron2023 Instagram page that was created for them. Some of the UA organizations have been connecting with students via this channel. Currently over 300 new students have posted their profiles on this page.

Monthly emails continue to be sent to students who are confirmed with content that focuses on exciting messages about their transition to UA.

Outreach/Communication to Parents

Admissions continues to send emails on a monthly basis to parents of confirmed students. The content of the emails are timely/helpful messages of support. The information assists them with their students' transition from high school/home to college/UA.

A letter from Admissions will be mailed to parents of confirmed students in mid-August. The mailing includes UA athletic ticket vouchers and a letter that encourages their attendance at the Parent/Family Weekend.

Parents are encouraged via emails and a letter to join the Parent/Family Facebook group. A Facebook live was conducted in July to help parents understand the UA billing process.

2020 High School Class: Focus on Inquiry Generation and Application Generation

Throughout the summer, we reviewed our goals, strategies and tactics pertaining to the recruitment cycle for the 2020 class. The Admissions Office has been working/communicating with many of the 2020 high school students since their sophomore year. Prospective students will be able to start applying to UA on August 1.

Events

Admissions invited rising high school seniors and juniors to visit UA and participate in our *Summer Visit Days*. On June 21, the more than 500 students and parents in attendance had an opportunity to interact with representatives from their academic interest area, speak with several student services areas, tour campus, tour select residence halls, and have lunch in one of our dining facilities. Each student in attendance received a complimentary Zip Card to use to purchase lunch. Admissions will host two more Summer Visit Days on Friday, July 26 and Friday, Aug. 9.



Admissions continues to offer *Daily Information Sessions and Campus Tours* Monday through Friday in the morning and afternoon. These sessions consist of an information session that focuses on the Akron advantages and steps in the enrollment process, as well as a student-guided campus tour.

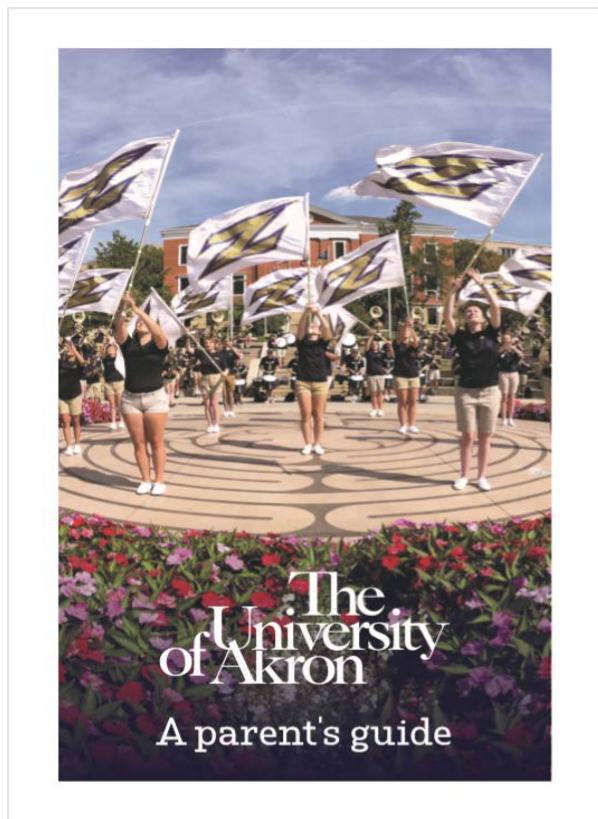
The Admissions Officers also continue to host personal visits. The personal visits typically consist of a one-on-one meeting with their Admissions Counselor, meeting with a

representative from the academic interest area, campus tour with a current student and complimentary lunch for the student and their guests on campus.

Admissions will host three major visit days this fall—our Engineering Visit Day on Friday, Sept. 27, Fall Visit Day on Saturday, Oct. 19, and Fall Visit Day on Saturday, Nov. 2.

Communication

Printed invitations for our major visit days this fall will be mailed in late August. Electronic invitations are sent on a nearly weekly basis to students (inquiries and prospects) and parents. We also utilize social media (typically Facebook and Instagram) to promote the visit days.



The Parent Brochure, which is a new publication, was mailed in late June to parents of rising high school seniors. The brochure promoted the Akron advantages including quality, in-demand academics, support services for students, community life, affordability, steps in the enrollment process, and more. The mailing included a letter from Admissions.

The Senior Mailer was mailed in July to rising high school seniors. The 'call to action' of this brochure is to encourage students to apply when the application is available on Aug. 1.

The new Viewbook will be mailed in late August/early September to seniors in high school. This is a major publication that focuses on the Akron Advantages. The 'call to action' of this brochure is to encourage students to apply to UA.

Admissions will begin mailing acceptance packets to admitted students in August.

Integrated efforts between UA, EAB and Fathom

UA, EAB and Fathom will work together to encourage 2020 high school students to apply to UA. Target markets include Ohio, Pennsylvania, New York, Illinois, Michigan, Indiana and North Carolina. Intensive direct mail, email and digital marketing campaigns will build affinity with applicants and guide them through the application process.

A Communication Summit with representatives from UA, EAB and Fathom was held in July to ensure student-focused messaging, copy and imagery across all channels. Representatives from

UA, EAB and Fathom will continue to meet on a monthly basis throughout the recruitment cycle to analyze the campaigns and enrollment performance.

Transfer and Adult Students: Focus on Outreach

The Transfer and Adult Student Enrollment Center within the Office of Admissions participated in two Summer Open House programs in July at Stark State Community College. There were 200 students scheduled to attend the Stark State Main Campus program in North Canton and 200 students scheduled for the Stark State Akron campus.

The focus of the program was the promotion of the Direct Connect program in collaboration with Stark State. This was the first program we have been asked to attend and promote opportunities at The University of Akron.

The Transfer and Adult Student Enrollment Center also is working with UC&M on a refresh of the Transfer website. The refresh was driven by recent data and design concept shared by UC&M.



Financial Aid: Focus on Student Support

The Office of Student Financial Aid will continue the collaboration with Blackboard Student Services for the operation of a **Financial Aid Support Center** including 24/7/365 customer support and advising, online chat, and a website providing searchable articles and trending topics in financial aid.

Since the partnership went live on May 23, 2018, advisors in the support center have taken more than 32,000 calls from students, parents, staff and other financial aid customers. The average hold time before a customer's call is answered is approximately two minutes, with the fastest answer time being 39 seconds.

Visitors to the office have an average wait time of less than five minutes to see an advisor in person and processing timelines have improved significantly resulting in faster delivery of awards to students during times when they are making critical enrollment decisions. Currently, one month before the beginning of the fall semester, the processing timeline for student loan requests is 24 hours from request to posting the award to the students' accounts. This is unprecedented and attributed to the increased productivity as a result of outsourcing telephone calls and chat through our Financial Aid Support Center.

Through the **Hail We Akron Scholarship**, a new focus has been given to assist students who are academically talented but lack support through parent contribution to help close their funding gap between charges and other financial aid. For the fall semester, more than 50 students have been awarded more than \$100,000 in scholarships.

Personnel: Focus on Professional Development



New Member Award

Jonathan Gates
University of Akron

Jonathan Gates, admissions counselor in the Transfer and Adult Student Enrollment Center was selected by the Ohio Transfer Council as the ‘Outstanding New Member for 2019’ at its annual conference in June.

Gates was recognized for establishing a social media platform for Ohio Transfer Council members to better facilitate communication. The platform allowed members to better share thoughts, ideas and updates related to transfer student policies and initiatives.

The Ohio Transfer Council is an organization committed to the enhancement and facilitation of transfer for students between and among its member institutions in the state of Ohio.

The Admissions technical team attended and presented at the **Target X Summit** in July. Sue McKibben and Aparajita Tiwari presented ‘Utilizing Effective Documentation to Engage Your Users’. The presentation highlighted a variety of documentation templates used by the University of Akron – including business process documentation, checklists and job aids.

Manoj Muthireddy and Robert Bird presented ‘A Customized Approach to Confirm Your Enrollment’. The presentation focused on how UA is leveraging multiple Target X features to encourage students to confirm their enrollment.

OACAC Summer Institute

UA is the host site for the Ohio Association for College Admission Counseling (OACAC) **Summer Institute** program



This program brings new college access partners with two years or less of experience together to foster a deeper understanding of the interaction between admissions counselors, high school counselors and community-based organizations as well as expert insight into current trends and issues within the profession. Jake Kos, Assistant Director of Admissions at UA, is co-chairing Summer Institute this year.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES



Research and Scholarly Activities Highlights

\$1.13 million National Cancer Institute grant awarded to Biomedical Engineering professor



Dr. Hossein Tavana, associate professor of biomedical engineering, has been awarded \$1.13 million from the National Cancer Institute to further develop 3D tumor models of triple-negative breast cancer which may improve drug testing, lead to the discovery of new, more effective anticancer drugs, and lead to a deeper understanding of the drivers of the disease.



Dr. Tavana has now received more than \$2 million in federal funding within one year, having already garnered significant support from the National Institutes of Health and the National Science Foundation for his innovative research on 3D tumor models.

The 3D models developed in Tavana's Tissue Engineering Microtechnologies lab, which have already led to several issued U.S. patents, more accurately replicate human tumors than do traditional 2D cultures on a Petri dish, enabling more accurate drug testing and the discovery of new drugs.

"Through this research, we expect to establish our technology as a transformative advance that will be implemented broadly for drug discovery, studies of breast cancer and other malignancies, and precision medicine through incorporating patient-derived cells," Tavana said.

"Competition for the NIH's NCI grants is fierce, and universities with a medical school or partnership with cancer centers have a major advantage," he added. "UA has neither, so it is a testament to the strength of our research that we have secured continuous funding from NIH for the past seven years."

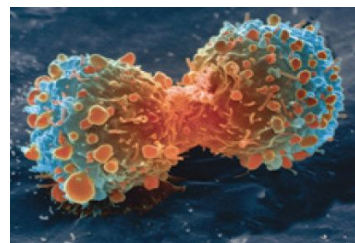
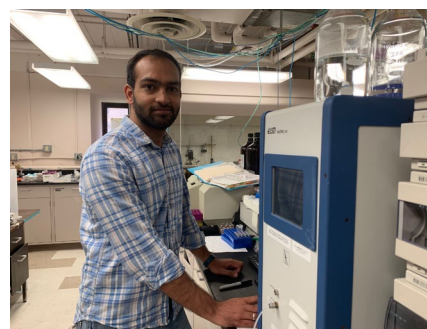


Photo: triple-negative breast cancer cell; Source: Harvard Stem Cell Institute

Chemical Engineering grad student wins award for converting soybean waste into something useful

Ashwin Sancheti, a PhD student in chemical engineering, has figured out a way to convert a major waste stream in soybean processing into something useful. The potential impact on this \$40 billion dollar a year industry would be huge.

Soybeans produce soybean oil, a valuable product used in industrial and consumer products from candles to cosmetics. Soybeans are also a rich source of protein for food and feed uses. Collecting oil and high-protein products from soybeans leaves behind a large amount of soy molasses as a no or low-value byproduct, which is sometimes used as an additive in animal feed.

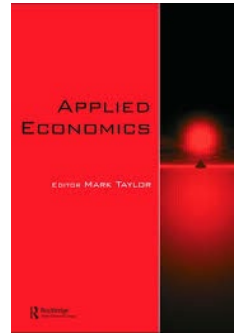


Sancheti's presentation at the recent Annual American Oil Chemist's Society conference focused on using enzymes to convert the soy molasses into sugars like glucose, fructose and galactose. These sugars can then be fermented into other bioproducts that, for example, can be used in different oil-based applications ranging from lubricants to soaps and polymer additives. The market values of these products are much higher than the soy molasses.

Sancheti, along with his advisor **Dr. Lu-Kwang Ju** and other researchers, have been working on this project for a few years. The project is sponsored by the United Soybean Board as part of a biorefinery team consisting of universities and companies. They hope to move this to a pilot program in a soybean plant in the near future.

“The Veteran Wage Differential”

Military veterans are faring better in the workplace than their non-veteran counterparts. In fact, between 2005 and 2015, veterans’ average hourly wages were nearly \$5 higher — at almost \$26 an hour — compared to \$21 an hour for non-veterans. Those findings, and more, by faculty economists **Dr. Francesco Renna**, associate professor, and **Dr. Amanda Weinstein**, assistant professor, both in the Department of Economics, are discussed in their paper published in the journal *Applied Economics*. They explain that the wage differential is driven by observable factors such as education, occupation and industry, but also by location choice — a factor that has been previously overlooked in the literature.



Though the transition from military service to the private sector can be difficult for many veterans, when veterans do find employment, they tend to be quite successful in the workplace. Nearly 90% of the wage gap between veterans and non-veterans can be explained by veterans earning higher wages for exhibiting higher levels of observable characteristics that are typically rewarded in the labor force. For example, veterans tend to have higher educational attainment (thanks to policies like the G.I. Bill) and higher overall skill levels, from cognitive skills to people skills. Military background is especially beneficial among veterans with lower socioeconomic status (including lower incomes, black veterans, and women veterans) as military service may act as a bridge to greater economic opportunities.

Despite the economic success of veterans, Renna and Weinstein’s results suggest that veterans should actually be outperforming non-veterans by an even larger margin. For reasons that can’t be explained, the veteran premium (the unexplained small boost in earnings) often turns into a veteran penalty (an unexplained decrease in earnings). It is possible that there may be a stigma associated with military service that manifests as discrimination in the labor market especially among veterans that enter into higher socioeconomic careers. The researchers also found this unexplained decrease in earnings evident in areas where there is a smaller military presence — where people haven’t had much opportunity to interact with veterans. Yet, the data shows that with their skills, veterans could do quite well if they locate in these areas.

“Veterans are a mobile population and choosing a productive city to live in and work can help improve their economic outcomes,” said Weinstein. “Any city or town should consider itself lucky if veterans want to locate there.”

Using Q Methodology to study Q methodology



Susan Ramlo's article titled “Divergent viewpoints about the statistical stage of a mixed method: Qualitative versus quantitative orientations” was published by *International Journal of Research & Method in Education*. The article uses Q methodology to study Q methodologists’ beliefs about the statistical stage of the larger methodology.

Q methodology is a social and behavioral science methodology used to study subjectivity (e.g. people’s viewpoints).



Ramlo, professor of general technology – physics, has served as president of the international Q society, the International Society for the Scientific Study of Subjectivity, and she has published more than 30 refereed journal articles related to Q methodology, including a book chapter, with three additional book chapters in process.

Cover photos illustrate the breadth and depth of UA’s research and scholarly activities as highlighted within this report. On the cover, clockwise from top left: (1) 3D tumor model; (2) job fair for Veterans; (3) and (4) soybean field, soybeans and soy oil.

Technology Transfer Highlights

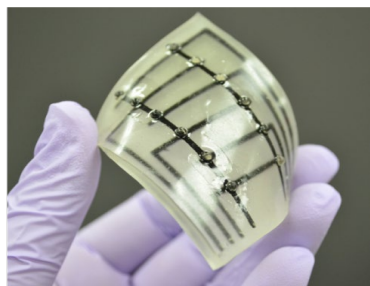
S4 Global Laboratories license UA spectroscopy technology

Ohio-based company S4 Global Laboratories recently signed an agreement to license UA shallow subsurface spectroscopy technology that can be used to detect underground soil chemistry and even find clandestine burials. The technology was developed collaboratively by Professor of Anthropology **Timothy Matney**, Emeritus Professor of Chemistry **David Perry**, Associate Professor of Giosciences **Linda Barrett**, and chemistry Ph.D. candidate **Afrin Lopa**. It uses a specialized probe, which is inserted in the ground and collects detail chemical signatures. An early prototype of the UA technology is currently being field tested in several settings and has already garnered interest from several law enforcement agencies.



Prototype subsurface spectroscopy technology developed at UA and licensed to S4 Global Labs

UA and technology licensee eSens win collaborative National Science Foundation STTR award

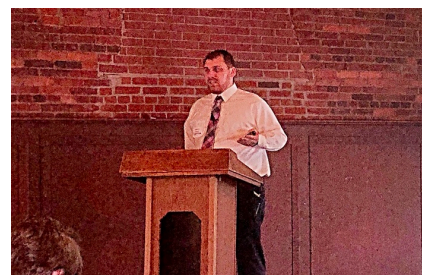


3D printed sensors from Dr. Jae-Won Choi's lab

eSens, an Akron-based company that has licensed UA flexible sensor technology, is collaborating with UA on a National Science Foundation STTR award. The award, which totals \$225,000, will fund new advances in the technology, which can be used to make thin, conformable sensors that slip within shoes and detect running form or walking gait. Associate Professor of Mechanical Engineering **Jae-Won Choi**, an inventor of the technology, will lead UA's research efforts, which are focused on detecting shear forces that can be an early indicator of diabetic foot ulcers.

Two UA teams selected for National Science Foundation I-Corps Node training

Two University of Akron teams were selected to participate in training at National Science Foundation I-Corps Nodes. A subset of the best prepared and most promising NSF funding recipients are trained at I-Corps Nodes each year. This year, Associate Professor **Zhenmeng Peng** and Ph.D. candidate **Dezhen Wu** from the Department of Chemical and Biomolecular Engineering, and Timken Professor **Gary Doll** and postdoc **Brandon Strahin** from the Department of Civil Engineering were selected. Both teams are being mentored in the I-Corps program by UA Research Foundation Project Executive Art Greenberg. The teams will go through a rigorous 7-week process to explore the full commercial potential of their technologies, including talking to prospective customers and developing a business model. These intensive 7-week training programs are a follow on to training UA and its Research Foundation provide locally in Akron.



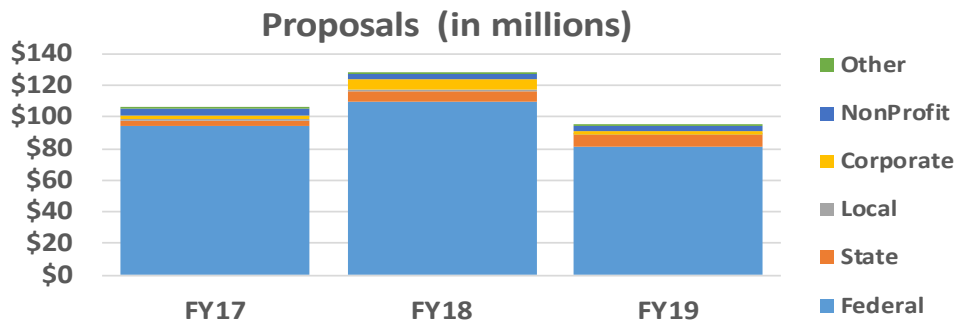
UA's Brandon Strahin presents the business case for a new technology

PROPOSALS (New and Continuing)

FY17	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	294	\$ 93,783,611	\$ 26,868,528	\$ 2,266,330
State	23	\$ 4,279,937	\$ 99,701	\$ 2,992,221
Local	11	\$ 223,122	\$ 1,740	\$ -
Corporate	95	\$ 3,027,687	\$ 435,075	\$ 75,000
NonProfit	77	\$ 3,955,766	\$ 162,221	\$ 163,459
Other*	6	\$ 625,824	\$ 196,935	\$ 129,112
Total	506	\$ 105,895,947	\$ 27,764,199	\$ 5,626,122

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	267	109,585,792	31,776,531	1,506,177
State	34	7,163,096	415,852	3,563,252
Local	8	174,220	5,697	-
Corporate	62	6,464,368	1,594,230	-
NonProfit	53	3,601,566	211,885	172,470
Other*	2	547,447	176,116	32,994
Total	426	127,536,488	34,180,311	5,274,893

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	207	80,668,419	22,514,705	1,896,205
State	23	7,740,073	286,489	159,880
Local	6	150,996	5,152	-
Corporate	48	2,898,288	609,495	-
NonProfit	52	3,322,755	257,479	121,120
Other*	8	394,301	100,555	40,243
Total	344	95,174,833	23,773,876	2,217,448



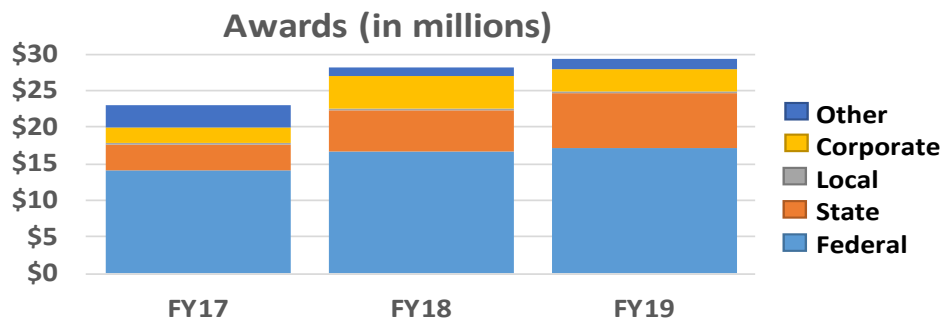
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
This report may co-report with UA's Development Office.

AWARDS

FY17	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	127	\$ 14,176,925	\$ 3,742,260	\$ 736,217
State	21	\$ 3,429,959	\$ 210,929	\$ 244,568
Local	16	\$ 242,407	\$ -	\$ -
Corporate	100	\$ 2,211,725	\$ 416,048	\$ -
Other*	72	\$ 2,918,592	\$ 308,877	\$ 374,202
Total	336	\$ 22,979,609	\$ 4,678,114	\$ 1,354,987

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	114	\$ 16,600,028	\$ 4,188,635	\$ 451,243
State	21	\$ 5,795,003	\$ 164,653	\$ 5,013,350
Local	11	\$ 171,213	\$ 6,792	\$ -
Corporate	59	\$ 4,438,509	\$ 1,089,983	\$ 75,000
Other*	40	\$ 1,247,596	\$ 79,207	\$ 107,874
Total	245	\$ 28,252,350	\$ 5,529,269	\$ 5,647,467

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	121	\$ 17,158,022	\$ 4,578,853	325,236
State	18	\$ 7,609,497	\$ 132,063	2,346,687
Local	7	\$ 184,562	\$ 10,422	6,849
Corporate	54	\$ 3,100,601	\$ 873,300	0
Other*	35	\$ 1,415,884	\$ 55,443	109,347
Total	235	\$ 29,468,566	\$ 5,650,081	2,788,119



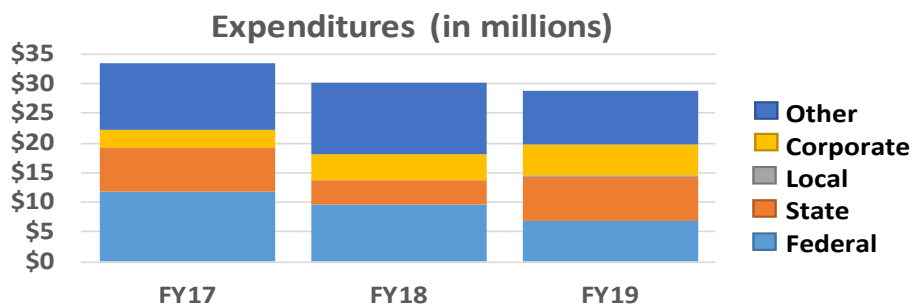
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

RESEARCH EXPENDITURES

FY17	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 11,825,975	\$ 2,911,028	\$ 866,821
State	\$ 7,296,338	\$ 473,019	\$ 2,627,143
Local	\$ 8,072	\$ -	
Corporate	\$ 3,174,499	\$ 677,842	\$ 57,866
Other*	\$ 11,194,655	\$ 661,196	\$ 1,249,540
Total	\$ 33,499,539	\$ 4,723,084	\$ 4,801,370

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 9,699,594	\$ 2,583,275	\$ 281,160
State	\$ 3,985,512	\$ 372,773	\$ 1,131,283
Local	\$ 15,976	\$ -	\$ 8,521
Corporate	\$ 4,324,684	\$ 953,044	\$ 118,130
Other*	\$ 12,146,530	\$ 565,183	\$ 937,920
Total	\$ 30,172,296	\$ 4,474,274	\$ 2,477,015

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 6,984,813	\$ 2,070,442	\$ 153,172
State	\$ 7,374,425	\$ 259,114	\$ 2,295,189
Local	\$ 81,144	\$ -	\$ 38,178
Corporate	\$ 5,181,149	\$ 1,338,551	\$ 89,024
Other*	\$ 9,184,524	\$ 485,536	\$ 472,390
Total	\$ 28,806,054	\$ 4,153,644	\$ 3,047,953



*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities.

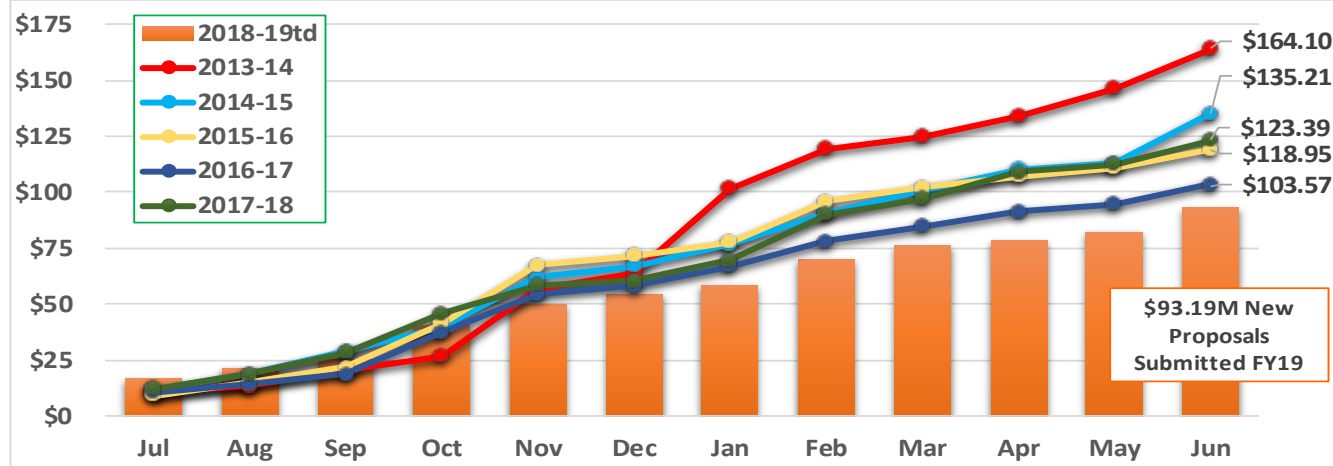
Regarding expenditures, Other also includes institutional funding (such as startup accounts).

This report may co-report with UA's Development Office.

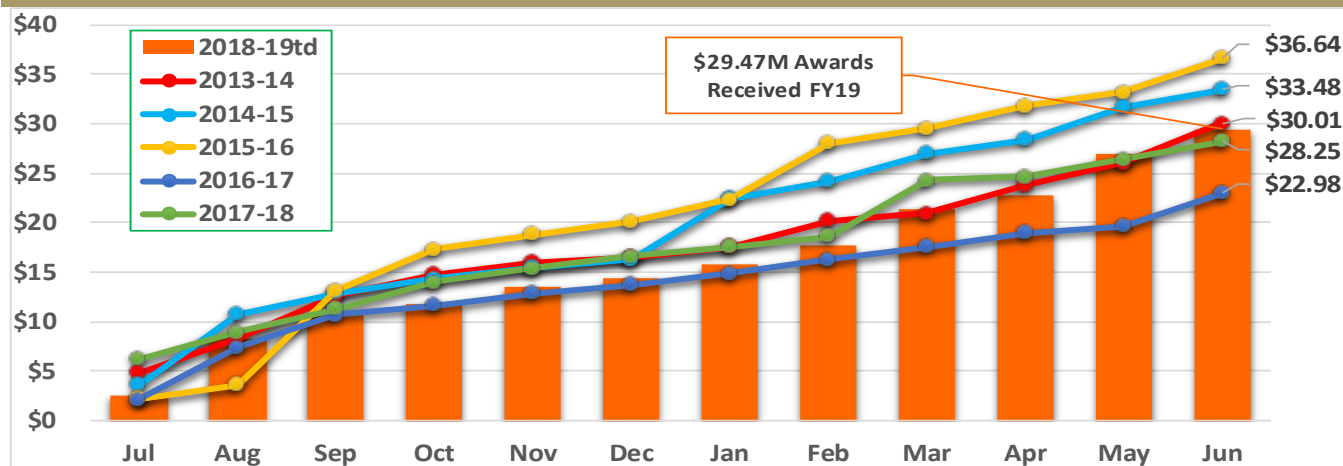
This page includes all research activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding.

Fiscal Years 2014 through 2019 (Expenditures FY19-to-date)
(dollars in millions)

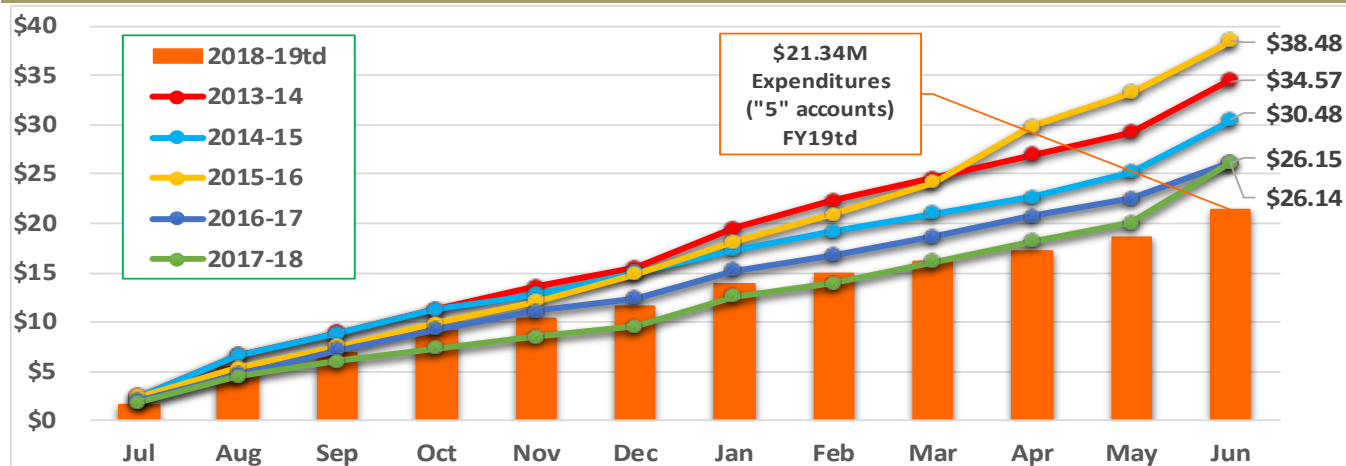
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

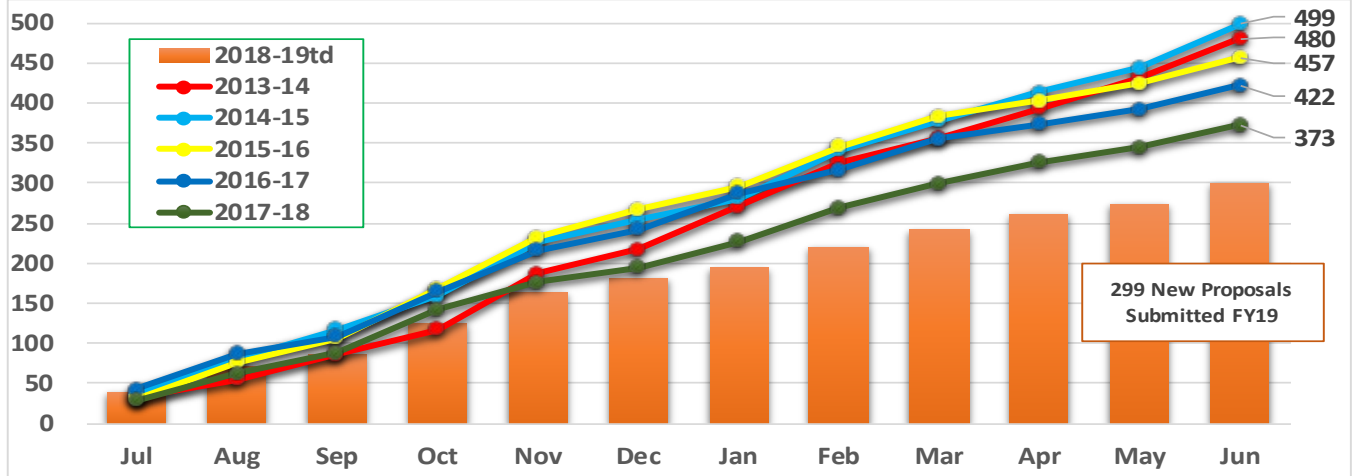


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

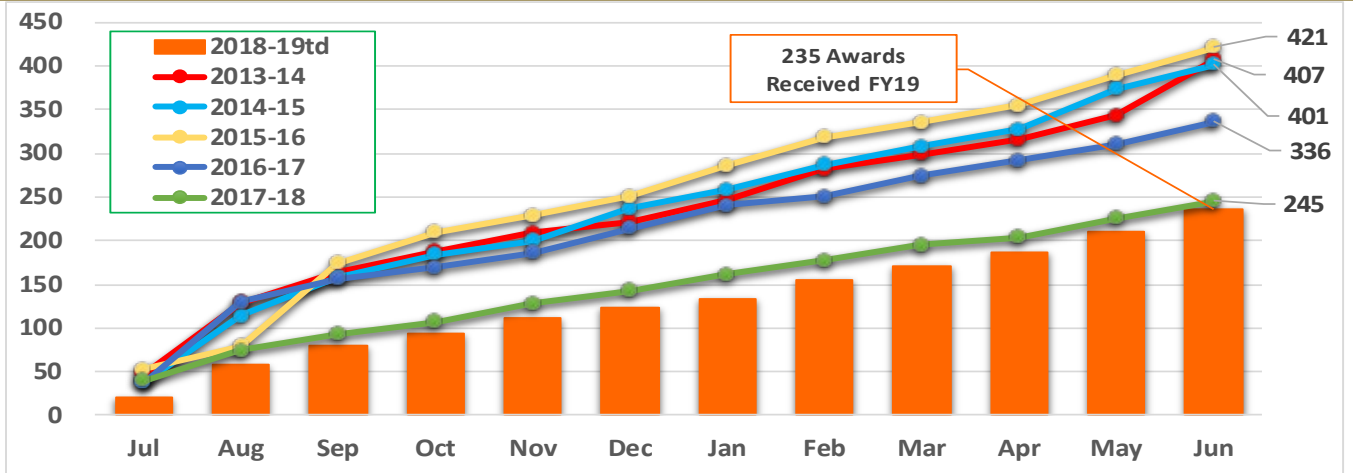


Fiscal Years 2014 through 2019

Cumulative Count of New Proposals Submitted



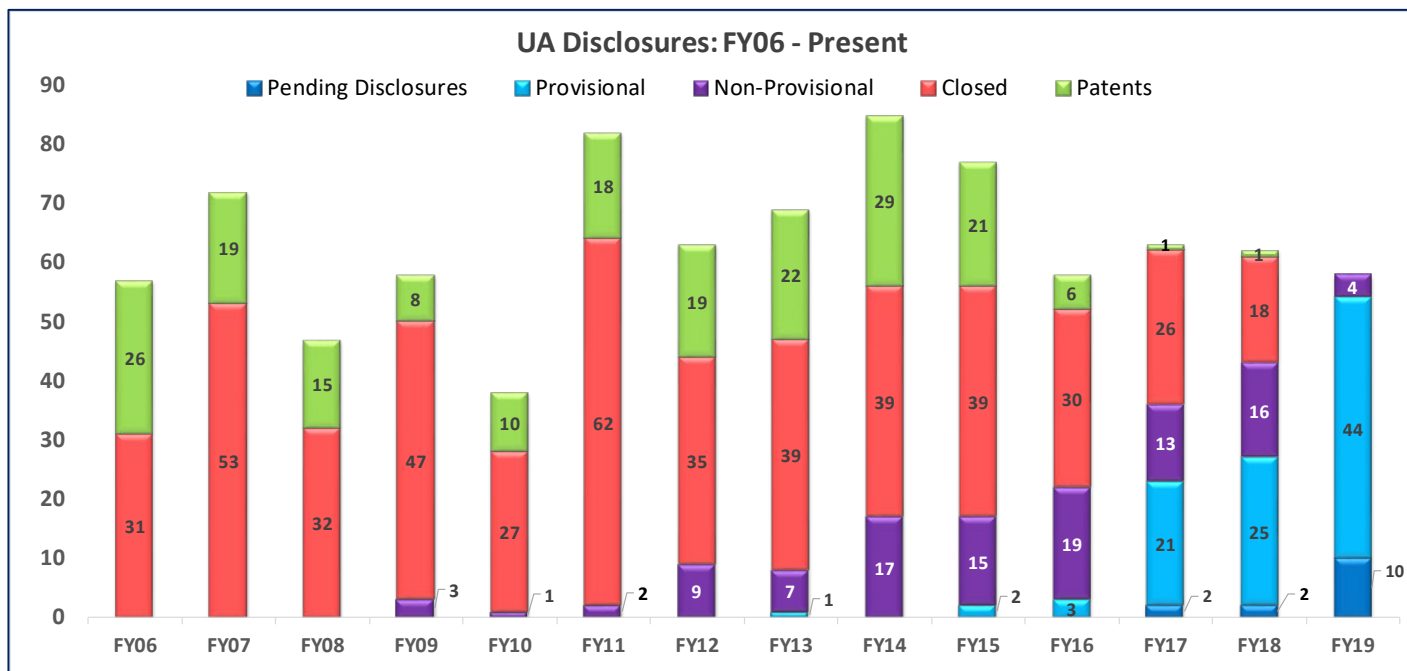
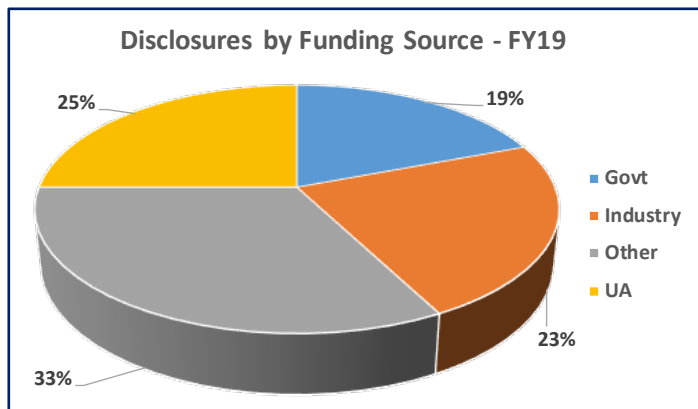
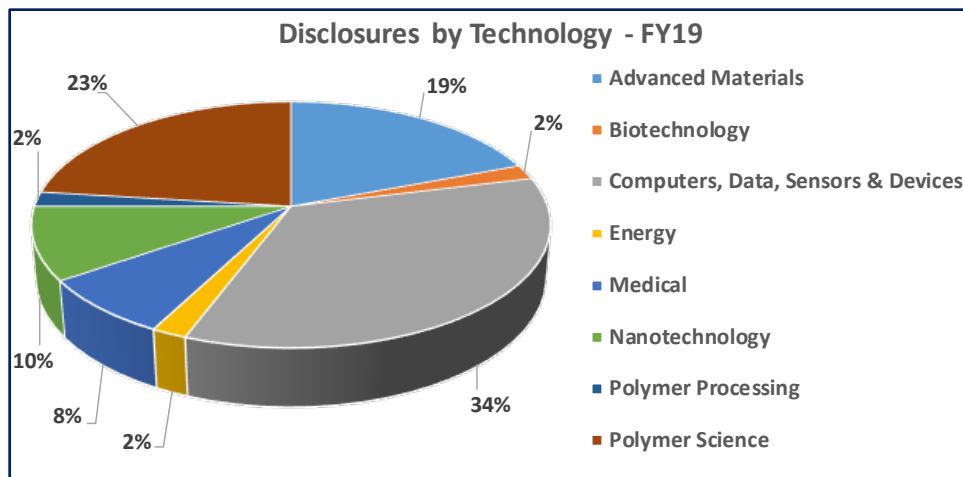
Cumulative Count of New Award Funding Received



Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY19 to date continue in a variety of fields, with 57% being in computers/data/sensors/devices and polymer science. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.

The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2018 to June 30, 2019
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,038,156	07/31/2018	Photodetector Utilizing Quantum Dots and Perovskite Hybrids As Light Harvesters	Xiong Gong and Chang Liu	CPSPE	Advanced Materials	Govt
10,081,891	09/25/2018	Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks	Shing-Chung (Josh) Wang	COE	Advanced Materials	Govt
10,100,014	10/16/2018	Metallotriangle-Based Nanomolecules and Methods of Making the Same	George R. Newkome and Charles N. Moorefield	CPSPE	Advanced Materials	Govt
10,099,437	10/16/2018	Fabrication of Directionally Oriented Block Copolymer Films	Alamgir Karim and Gurpreet D. Singh	CPSPE	Advanced Materials	Govt
10,208,069	02/19/2019	Precise Three-Dimensional Supramacromolecule Interconversions	George R. Newkome, Charles N. Moorefield, Tingzheng Xie and Xiaocun Lu	CPSPE	Advanced Materials	Govt
10,217,564	02/26/2019	Solid State Film Capacitors Using Self-Assembled Block Copolymers	Alamgir Karim and Saumil Prashant Samant	CPSPE	Advanced Materials	Govt
10,215,642	02/26/2019	System and Method for Polarimetric Wavelet Fractal Detection and Imaging	George C. Giakos	COE	Computers, Data, Sensors & Devices	Govt
10,058,620	08/28/2018	Dextran-Peptide Hybrid for Efficient Gene Delivery	Gang Cheng, Qiong Tang and Bin Cao	COE	Medical	Govt
10,206,781	02/19/2019	Modular Device for Preventing Compression and Instability in a Segmental Defect Repair Scaffold	Matthew L. Becker, Ennio Tasciotti, Bradley Weiner and Avraam I. Isayev	CPSPE	Medical	Govt
10,264,976	04/23/2019	Biocompatible Flavonoid Compounds for Organelle and Cell Imaging	Yi Pang and Bin Liu	BCAS	Medical	Govt
10,245,625	04/02/2019	Carbon Nanotube-Based Robust Steamphobic Surfaces	Ali Dhinojwala, Sunny Sethi and Ila R. Badge	CPSPE	Nanotechnology	Govt
10,023,689	7/17/2018	Functional Biodegradable Polymers	Coleen Pugh, Abhishek Banerjee, William K. Storms and Colin Wright	CPSPE	Polymer Science	Govt
10,035,903	07/31/2018	Modified Soybean Oil-Extended SBR Compounds and Vulcanizates Filled with Carbon Black	Avraam I. Isayev and Mark D. Soucek	CPSPE	Polymer Science	Govt
10,059,790	08/28/2018	Synthesis of Cross-Linked Plant Oil-Based Polymers Using Bismaleimides as Crosslinkers	Coleen Pugh, Paula Watt and Brinda Mehta	CPSPE	Polymer Science	Govt
10,125,260	11/13/2018	Low Aromatic Content Bio-Mass Fillers for Free Radical and Ionic Cure Thermoset Polymers	Coleen Pugh, Paula Watt and Brinda Mehta	CPSPE	Polymer Science	Govt

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,174,159	01/08/2019	Functional Polymers	Coleen Pugh, Colin Wright, Caroyln Scherger, Xiang Yan, Zheng Zhang and Zewei Wang	CPSPE	Polymer Science	Govt
10,314,945	06/11/2019	Modular Surface Functionalization of Polyisobutylene-Based Materials	Judit E. Puskas, Alejandra Alvarez Albarran and Emily Rosenthal-Kim	CPSPE	Polymer Science	Govt
10,174,171	01/08/2019	Nanoporous Films Derived From Polycyclo-Olefinic Block Polymers	Andrew Bell, Oleksandr Burtovyy, Bryan D. Vogt and Changhuai Ye	CPSPE	Advanced Materials	Industry
10,277,440	03/12/2019	Softening Thermoplastic Polyurethanes Using Ionomer Technology	Matthew L. Becker, Robert A. Weiss, Zachary K. Zander, Don S. Wardius, Karl W. Haider and Bruce D. Lawrey	CPSPE	Advanced Materials	Industry
10,042,014	08/07/2018	Apparatus and Method for Analyzing Samples with NMR	Michael C. Davis, Toshikazu Miyoshi and Jiahuan Hu	CPSPE	Computers, Data, Sensors & Devices	Industry
10,092,349	10/09/2018	Variable-Frequency Stimulator for Electrosurgery	Erik D. Engeberg and Eric Espinal	COE	Medical	Industry
10,263,169	04/16/2019	PEDOT: PSS Composite Films Having Enhanced Thermoelectric Properties	Xiong Gong and Chao Yi	CPSPE	Advanced Materials	Other
10,013,015	7/3/2018	Fast Auto-Balancing AC Bridge	Natan Ida and Amir Mhedhi Pasdar	COE	Computers, Data, Sensors & Devices	Other
10,156,487	12/18/2018	Flexible Tactile Sensors and Method of Making	Jae-Won Choi, Erik D. Engeberg, Morteza Vatani, Ho-Chan Kim and Thomas Swiger	COE	Computers, Data, Sensors & Devices	Other
10,171,792	01/01/2019	Device and Method for Three-Dimensional Video Communication	Yang Liu and Christopher Mela	COE	Computers, Data, Sensors & Devices	Other
10, 185,802	01/22/2019	Method for Design and Customization of a Multiphase Electric Motor	Seungdeog Choi and Sai Sudheer Reddy Bonthu	COE	Computers, Data, Sensors & Devices	Other
10,299,016	03/12/2019	Redundant Computer System Utilizing Comparison Diagnostics and Voting Techniques	Lev R. Freydel and Nathan Ida	COE	Computers, Data, Sensors & Devices	Other
10,261,119	04/16/2019	Smart Sensor Network for Power Grid Health Monitoring	Yilmaz Sozer, Amir Mhedhi Pasdar and J. Alexis De Abreu-Garcia	COE	Computers, Data, Sensors & Devices	Other
10,289,769	05/14/2019	Method for Identifying Stochastic Information of Heterogeneous Materials	GunJin Yun	COE	Computers, Data, Sensors & Devices	Other

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 6

STUDENT SUCCESS REPORT

REPORT TO THE ACADEMIC ISSUES AND STUDENT SUCCESS COMMITTEE OF THE BOARD OF TRUSTEES | August 14, 2019

DIVISION OF STUDENT AFFAIRS

THE UNIVERSITY OF AKRON RESIDENCE LIFE AND HOUSING RECEIVES NACURH "SCHOOL OF THE YEAR"

The University of Akron was chosen as School of the Year 2019 at the NACURH (National Association of College and University Residence Halls) conference, held at Louisiana State University. Of the 350 affiliated schools in the nation, eight schools wrote and developed a 30-page bid to highlight their co-curricular residential excellence on campus. In the University of Akron bid, the work of Residence Hall Council, National Residence Hall Honorary, Residence Hall Program Board, Sigma Lambda Honorary, Hall Government and Residential Education were all highlighted. The eight schools up for School of the Year were: Columbia, NC State, NYU, Oklahoma State, Truman State, University of British Columbia and Western Illinois University. This award was selected at the NACURH Annual Conference by the NACURH Board of Directors. The NACURH School of the Year Award is the highest honor member schools can attain. The award recognizes outstanding achievements on the campus level by a residence hall organization and affiliated groups, as well as contributions on regional and NACURH levels. The University of Akron has won this prestigious award twice before – in 1992 and 2000.



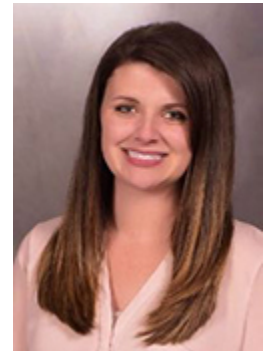
Pictured from left to right: Heaven Miller, Sydney Schermond, Matt Hohman, Tiffany Schmidt, Rebecca Hohman, Klay Kahle, and Kurt Ekensten.

DASH EMERGENCY GRANT

The University of Akron received accolades from Ascendium Education Group (formally Great Lakes Higher Education) for their work with emergency aid and holistic approach to programs, services, and support. Administered through ZipAssist, 422 students have received over \$326,200 in emergency aid since August 2017. As a result of this emergency assistance and wrap-around support provided, 99% of these students were retained in higher education the term following the administered grant (with most of these students remaining at UA).

TAYLOR SMINCHAK NAMED 'FINANCIAL EDUCATOR OF THE YEAR'

Taylor Sminchak (Coordinator of Outreach) received the Educator of the Year Award from CashCourse for her development and implementation of the campus-wide financial literacy education series, Balancing on a Budget. Taylor received a scholarship (\$1,400) to complete the Accredited Financial Counselor Certification. This certification is a compliment to the ASCPE Money Management Essentials Certification that Taylor completed in Fall 2019. With Taylor's leadership, ZipAssist has been awarded more than \$4,000 in grants to further advance financial literacy education.



OHIO CORPS PILOT GRANT

The University of Akron and four partnering community colleges have received a \$274,000, two-year OhioCorps Pilot Grant from the Ohio Department of Higher Education (ODHE) to develop mentorship programs that provide pathways to higher education for at-risk secondary students in Northeast Ohio. UA will serve as the leader and fiscal agent of a consortium with Cuyahoga Community College, Lakeland Community College, Lorain County Community College and Stark State College. Under the direction of Dr. John Messina (Vice President, Student Affairs), Alison Doebling (Director, ZipAssist) and Allison Franco (Case Manager, Dean of Students Office) will serve as the primary facilitators of the grant.

NEW STUDENT WELCOME

- August 17, 8am-5pm – **Resident Student Move-In, Exchange Street**
- August 17, 9:09pm – **Comedian Buzz Sutherland** at EJ Thomas
- August 18, 8-10pm – **Silent Headphone Disco** at EJ Thomas
- August 20, 7:30am-6pm – **Resident Student Move-In, Spanton, Bulger, Orr, Honors Complex, Spicer**
- August 21, 8am-4pm – **Resident Student Move-In, South Hall, Quaker Square**
- August 22, 8am-4pm – **Resident Student Move-In, South Hall**
- August 21-23 – **Know the Code** (Required workshop for all freshmen covering information needed to be an educated member of the UA campus community on the topics of student conduct, campus safety and sexual respect)
- August 23 – **New Student Convocation** (First Energy Stadium Cub Cadet Field)
 - **11:30am-12pm – Check-in**
 - **12-1pm – New Student Convocation**
This ceremony is The University of Akron's formal academic welcome to the incoming first-year class.
 - **12-1pm – New Student Welcome Reception** (Coleman Commons)
Students and faculty will join after Convocation to allow students to connect with peers, faculty and staff from their colleges.
 - **1:30-4pm – Individual College Welcome Events**
Students who have declared a major will have the opportunity to meet and engage with faculty of their respective colleges. Students also will be able to connect with fellow declared students who are

seeking similar academic programs and hear from upperclassmen about their Akron experiences. Colleges will share information on resources and involvement opportunities, such as student organizations, programs and events.

- **4-5pm – Focus Welcome Events**
New students will be welcomed by faculty, staff and other distinguished speakers, and introduced to campus traditions.
- August 23, 6-11pm – **Late Night at the Rec** w/Campus Focus
- August 24-25 – **New Roo Weekend**
Kicking off the Akron Experience, new students get to continue to meet new peers in the class of 2023, engage in involvement opportunities both on and off campus, and ease into the semester with class schedule tours.
 - August 24-25 – **Chill Out with Career Services**
Students will be able to enjoy a frozen treat while meeting the Career Services team, while learning about our services, resources and fall events.
 - **Saturday, August 24**
 - 9-10am – **Troop Meeting**
 - 10:15-10:45am – **Breakout Sessions**
 - 10:50-11:10am – **Large Group Icebreakers**
 - 11:10-11:30am – **March Downtown**
 - 11:45am-12:45pm – **First Year Speaker** (Akron Civic Theatre)
 - 12:45-3pm – **Fall in Love with Akron** (Lock 3)
- August 24, 7pm – **RA Lip Sync** at EJ Thomas (with MC Justin Ruppel from the movie *How to Train Your Dragon*)
- August 24, 8-11pm – **Casino Night** at EJ Thomas
 - Live Band Karaoke
 - Doug's Wire Writing
 - Letter name art
 - Silhouettes
 - ZIP face booth
 - Caricatures
 - Balloon animals and face paint
 - Virtual Reality experience
 - **Sunday, August 25**
 - 12:15-1pm – **Troop Meeting**
 - 1-3pm – **RooFest & Class Schedule Tours**
- August 28, 9:09pm – **StandUp NBC Comedy with Kry Shabass and Mike E. Winfield** at EJ Thomas
- August 28, 9am – **StandUp NBC** at EJ Thomas (comedians Mike Winfield and Kiry Shabaaz)



WEEK OF WELCOME

- The Department of Student Life will be hosting 26 programs from August 21-30 in collaboration with Week of Welcome. Added events include StandUp NBC, Fraternity and Sorority Life Community Kick Off, and Panhellenic Puppy Day. Other highlighted traditional events include RooFest, Fraternity and Sorority Life Ice Cream Social, Glow Party, First-Year Service Project, and ZPN Fest.
- New for 2019, Unlock Akron brings together some unique-to-Akron experiences that new, incoming freshmen can enjoy together. Facilitated by current UA students, Unlock Akron experiences give new students a chance to meet new people before classes start in the fall and get the low-down on starting college off on the right foot. Our first trips this summer kicked off on Friday, July 12, with five new students biking the Towpath and having ice cream at Chill, and seven new



students attending an Akron RubberDucks game together. The next Unlock Akron event will be held on Friday, August 9.



New students at the Unlock Akron - Akron Rubber Ducks game.



New students on Unlock Akron - Towpath and Chill Ice Cream.

The University of Akron Career Services Invites Employers to

COME TO CAMPUS

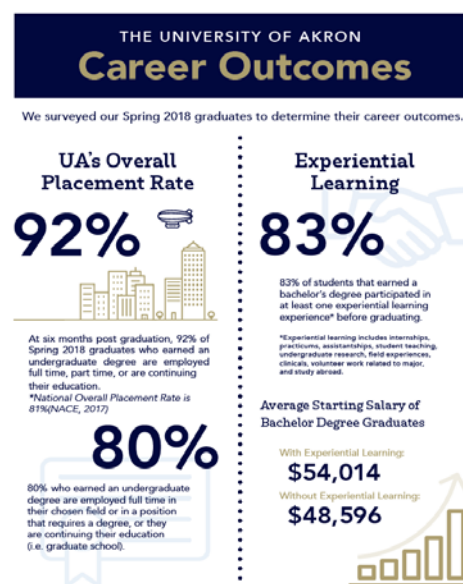
To Connect with UA Students

Fall 2019

Each semester, Career Services invites all current and new employers to “Come to Campus” to connect with our students. For Fall 2019, this invitation will reach 17,000+ employer contacts and includes information on how to participate in: Career Fairs, Etiquette Lunch, Employer Office Hours, Classroom Zip Talks, recruitment tables in the Student Union, on-Campus interviews in the 11 employer interview rooms available in Career Services, recruitment flyer displays, and branding and marketing of job opportunities on Career Services social media. Employers were also invited to post their job and experiential learning opportunities and hiring events on our job board, Handshake.

CAREER OUTCOMES FOR SPRING 2018

National Association of Colleges and Employers (NACE 2014) defines the term “knowledge rate” as the percent of graduates for which the institution has reasonable and verifiable information concerning the graduates’ postgraduation career activities. This information may come directly from the graduates via, for example, a survey method. It may also be provided by employers, or obtained through other sources (e.g., LinkedIn profiles, other online sources, fellow graduates, or parents). Based on this methodology, Career Outcomes for spring 2018 show that UA’s Overall Placement Rate is 92 percent! The Overall Placement Rate includes graduates who earned an undergraduate degree and are employed full time, part time, or are continuing their education. That’s well above the 2017 national Overall Placement Rate of 81 percent, according to the latest data from the NACE. UA’s 92 percent Overall Placement Rate is up from 89 percent in the same period in 2017.



- In addition, 80% of spring 2018 graduates who earned an undergraduate degree from UA are employed full-time in their chosen field or in a position that requires a degree, or they are continuing their education (i.e. graduate school). That's up from 77% a year ago.
- Experiential learning opportunities for UA students continue to grow. Of those who graduated with a bachelor's degree in 2018, 83% participated in at least one experiential learning experience before graduating (compared to 78% in 2017). The average starting salary for spring 2018 graduates who participated in experiential learning opportunities, while attending UA was \$54,014 — \$5,418 more than UA students who graduated without such experience.
- These 2018 Career Outcomes are based upon the knowledge rate of what 92% of the graduates are doing 6 months post-graduation.

HANDSHAKE

Career Services developed a quick way for faculty to check out which employers are recruiting the students from their program using RSS Feeds through Handshake. RSS Feeds (external feeds) were created for each college that let faculty view job openings on Handshake. Each feed is a live link to a list of up to 200 job postings by major that are currently active on Handshake for students and/or alumni.



HIGH SCHOOL ENGAGEMENT

Student Recreation and Wellness Services hosted six area high schools After Proms at the Student Recreation and Wellness Center. Each event is approximately five hours long and the schools utilize various facility space and equipment including all five courts, the Leisure Pool, Rock Wall, table tennis, and yard games, and studios. These events not only provide revenue generation but also brought 875 high school students to The University of Akron, highlighting the campus community and opportunities we offer.

- 5/10 Archbishop Hoban High School with 150 participants and 20 chaperones
- 5/11 Ellet High School with 200 participants and 15 chaperones
- 5/17 Firestone High School with 250 participants and 15 chaperones
- 5/18 Norton High School with 175 participants and 10 chaperones
- 5/24 Springfield High School with 100 participants and 10 chaperones

COMMUNITY ENGAGEMENT AT THE REC

- The Dru Joyce basketball tournament was held April 26-28. The tournament brought in youth basketball teams, sixth grade and under, from various states and Canada bringing in 500 athletes and 1,500 spectators to The University of Akron. This program utilized multiple areas of the Student Recreation and Wellness Center including three gym courts for 25 hours of facility use.
- The Soap Box Derby "Rock the Rec" event was hosted at the Student Recreation and Wellness Center on July 15. This is the sixth year Student Recreation and Wellness Services has hosted this event. They had over 450 participant's ages 7 through 18 participating in fun and engaging recreational activities. New this year, The College of Engineering brought their mini Baja race vehicles to show to any curious participants and to welcome the group.
- Additional recent community engagements include a canoe paddling event for the Prelaw Undergraduate Scholars (PLUS) program, teambuilding facilitator training for seven Oelschlager Summer Leadership Institute

(OSLI) leaders, Emmanuel Christian Academy learn to swim program, American Red Cross Wilderness First Aid class to eight Laurel School teachers, aquatic summer swim lesson program with 48 participants, and collaboration with the 60+ program on campus.

- Some of the hosted groups include UA sport camps, Brass and Saxophone camps, Women in Engineering, Upward Bound Math/Science and Classic and Educational Talent Search, and Sport Science and Wellness Education camp. These camps will bring over 700 guests to The University of Akron to utilize recreation facility spaces and engage with student employees.

FRATERNITY & SORORITY LIFE

- **Undergraduate Interfraternity Institute**

The Panhellenic Council sponsored Kyleigh Bulh, Panhellenic Vice President of Risk Management and a member of Delta Gamma to attend the Undergraduate Interfraternity Institute (UIFI). The Interfraternity Council sponsored Brandon Counts, IFC Marketing Chair and member of Phi Delta Theta to also attend. UIFI is for fraternity and sorority members with a strong belief in the fraternal experience and a desire to become a leader. At UIFI, students learn with and from peers who belong to various organizations and councils. Through exploration of critical issues in thought-provoking activities, the program is intended to help the students identify the leader they want to be and where they can make the most impact in their chapter, council and/or community.



UA student Brandon Counts (fifth from the right) with fraternity and sorority leaders from around North America gathered at the Undergraduate Interfraternity Institute.

- **National Award-Winning Chapter**

At Alpha Delta Pi's 168th Anniversary Grand Convention, the Beta Tau Chapter of Alpha Delta Pi won The Maxine Blake Golden Lion Award. This award is the highest national honor that a chapter can receive and recognizes only those chapters that meet the highest standards. ADPi at UA was one of twelve chapters to receive this award of the 161 chapters internationally. It was the 5th time they have received it since it was established in 1973.

- **Academic Excellence**

The fraternity and sorority community finished the spring semester with a 3.04 average GPA, which is significantly above the all-undergraduate average of 2.84. Of our 24 chapters, 11 earned a GPA over 3.0: Alpha Delta Pi, Alpha Gamma Delta, Delta Gamma, Delta Zeta, Kappa Kappa Gamma, Phi Delta Theta, Phi Gamma Delta, Sigma Alpha Epsilon, Sigma Nu, Theta Chi, and Zeta Phi Beta.



Carson Moore, Alpha Delta Pi Member Education Vice President and Office of Fraternity and Sorority Life Student Assistant (left) and Hannah Verbanac, Alpha Delta Pi Chapter President (right)

DIRECT CONNECT WELCOME EVENT

On May 17, the Direct Connect Welcome Event was held in Simmons Hall. Nine participants attended the Welcome Event to learn more about the program's benefits, UA services and engagement opportunities, and receive their special Direct Connect Zip Card. During the event, President Jones from Stark State College and President Green from The University of Akron attended the beginning of the Welcome Event to address the participants.



FUTURE ZIPS CONFIRMATION FEE AWARD & WORKSHOP

New Student Orientation has awarded 25 students the Future Zips Confirmation Fee Award this summer. Of the 25 awardees, 19 have attended a Future Zips Financial Workshop, which is intentionally designed to address some of the financial barriers that students face when beginning college. During the workshop, students explore their My Akron accounts, learn about student employment opportunities, sit down one on one with financial aid and student accounts, do hands on activities, and find out more about living on campus or commuting from home.

START STRONG/FINISH STRONGER

All new freshmen and their families attend the **Start Strong/Finish Stronger** presentation during New Student Orientation programs. The theme of the presentation is to encourage new students to achieve their academic goals. The presentation is intended to cause students to reflect during the summer prior to their start of their UA academic career, and for the students' family, friends and others to know that we are all connected together toward the support of their students. Reflective conversation topics include the importance of establishing connected and supportive relationships with individuals on campus; the benefit and power of student engagement with the UA campus; discussing how data shows exploration as a freshman leads to higher GPAs following their freshman year; the benefits of commitment and resources available toward assisting in achieving that commitment; and granting permission for each student to begin reflecting on what is called "your story," to become a dreamer, a maker, and an action taker.



August 14, 2019
Board Meeting

Presiding:
Alfred V. Ciraldo, M.D.

1	Revisions to University Rule 3359-10-02, The University of Akron bylaws of the faculty senate
2	Revisions to University Rule 3359-11-17, Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct – policies and procedures
3	Revisions to University Rule 3359-43-01, Constitution
4	University Rule 3359-11-09, World Wide Web – to be rescinded
5	University Rule 3359-11-10.7, Privacy policy – to be rescinded
6	University Rule 3359-20-06-2, College lecturer – to be rescinded
*	CONSENT AGENDA: ITEMS 1, 2, 3, 4, 5, 6



Office of the Vice President &
General Counsel

DATE: July 29, 2019

TO: Dr. Rex D. Ramsier
Executive Vice President & Chief Administrative Officer

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Agenda Items for the
August 14, 2019 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on August 9, 2019:

1. **O.A.C. 3359-10-02 – The university of Akron bylaws of the faculty senate.**

The Faculty Senate recommends revisions to its bylaws to update terminology and to reflect the practice of the Faculty Senate. The Faculty Senate has approved these revisions to its own rules.

2. **O.A.C. 3359-11-17 - Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct - policies and procedures.**

The Office of Academic Affairs proposes revisions to the conflict of interest rule to make the rule more consistent with Ohio law and with the updated University process to identify, prevent, and manage conflicts of interest.

3. **O.A.C. 3359-43-01 – Constitution.**

John Messina, Vice President for Student Affairs, and members of the Undergraduate Student Government (USG) recommend revisions to their governing documents. The proposed revisions are intended to reflect practices, which are intended to better serve their constituents, including the addition of guiding principles (Mission, Vision, and Values). The President of Undergraduate Student Government has advised Dr. Messina that the proposed revisions were presented to the student body and were approved by a majority vote.

4. O.A.C. 3359-11-09 – World Wide Web - to be rescinded.

University Communications and Marketing recommends that this rule be rescinded, since the rule is out-of-date. Updated information related to the oversight of, and guidelines for, the University's webpages is contained on the University Communications and Marketing website and, more generally, in the computer acceptable use rule (O.A.C. 3359-11-10).

5. O.A.C. 3359-11-10.7 – Privacy Policy – to be rescinded.

University Communications and Marketing recommends that this rule be rescinded, since the rule is out-of-date. Updated information related to privacy is contained in a revised policy that will be posted on the University Communications and Marketing website and on the privacy information portion of the IT website. Because of the fluid nature of privacy obligations and frequently changing privacy laws, maintaining the privacy information in this format will permit the University to make timely adjustments to its policies and practices, which are necessary to reflect changes in the law. Broader issues of computer acceptable use also are contained in the computer acceptable use rule (O.A.C. 3359-11-10).

6. O.A.C. 3359-20-06-2 – College Lecturer – to be rescinded.

The Office of Academic Affairs recommended rescinding this rule, since the AAUP contract removed college lecturer from the faculty ranks and this title no longer is used.

3359-10-02 The university of Akron bylaws of the faculty senate.

(A) Name. The name of this body is the faculty senate of the university of Akron.

(B) Duties. As delegated by the board of trustees of the university, the faculty senate is the legislative body of the faculty regarding its academic mission and is empowered to:

- (1) Formulate suitable rules, requirements, and procedures for the admission, government, management, and control of the students, courses of study, granting of degrees and certificates, and other internal affairs of the institution necessary to meet the objectives of the university, subject to the approval of the board of trustees, in accordance with the established policies of the board.
- (2) Review and offer recommendations concerning proposals for the creation, abolition, or rearrangement of colleges, departments, schools, or divisions of instruction, proposals from university-wide committees, and such other matters as may be referred to the senate by the president of the university. Such proposals shall be forwarded to the executive committee for inclusion on the agenda of senate meetings.
- (3) University-wide committees which are created by the senate, shall report to the senate unless otherwise indicated by the senate; other university-wide committees shall report to the parties or body creating them and shall file an information copy of such report with the executive committee, except that the president's advisory committee, the provost's advisory committee, appropriate grievance committee, committees dealing with personnel matters, and other committees where the president of the university determines sensitivity is required shall not file such information reports with the senate. The executive committee will include the report on the agenda of the senate meetings.
 - (a) Committee recommendations for senate action shall be distributed to the members of the senate at least seven days before the senate meeting at which the recommendation is to be considered. All messages shall include a statement of the rationale for the recommendation.
 - (b) No committee recommendation that was not distributed in accordance with the foregoing requirement shall be considered by the senate unless the senate consents to its consideration by majority vote.
- (4) All legislation introduced in the faculty senate shall be designated as such; and if passed, shall be forwarded to the president. Within forty-five days of receipt of the legislation, the president shall:
 - (a) Forward the legislation to the board of trustees, or

- (b) Forward the legislation to the appropriate vice president; or
 - (c) Put the legislation into effect if the president deems it unnecessary to send the matter to the board, or
 - (d) Disapprove and return the legislation to the senate with explanation for the president's rejection; and
 - (e) Notify the senate of the disposition of the legislation, indicating whether the legislation has been approved, referred to the board of trustees, referred to the appropriate vice president, or returned to the senate for reconsideration or amendment. In the event that the president refers legislation to the board of trustees, the president shall notify the faculty senate of the board of trustees' eventual disposition of the legislation.
- (5) The senate shall elect a representative to the Ohio faculty council, who serves in that capacity along with the chair of the senate.
- (a) Senate members who are full-time teaching members of the faculties of the colleges are electors of the senate representative. Any ~~regular~~ full-time faculty member may be elected.
 - (b) The election shall be conducted by secret ballot.
 - (c) The representative shall be elected at the May meeting of the senate. The term of office shall be for two years. There shall be no limit on the number of terms a person may serve.
 - (d) The representative, if not already a member of the senate, shall become an ex-officio, non-voting member.
- (C) Officers and executive committee.
- (1) Officers. The faculty senate shall elect a chair, vice chair, and secretary biennially from among the membership of the faculty senate. The election shall be by majority vote using a secret ballot. Except for the ex-chair serving pursuant to paragraph (C)(2) of this rule, members of the executive committee shall serve for two years.
 - (2) Duties of the chair. The chair of the senate presides over regular meetings of the senate, calls special meetings of the faculty senate, acts as or designates the official spokesperson for the faculty senate in all of its external communications, serves on the Ohio faculty council, administers the budget of the senate, serves as chairperson of the executive committee of the senate, forwards to the president all legislation and recommendations passed by the senate, supervises (jointly with the secretary) the clerical staff of the senate, and undertakes such tasks as are directed by the senate. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a

voting member ex officio of the senate if he or she otherwise would not be a member. During that period, the ex-chair shall also be a voting member ex officio of the executive committee.

- (3) Duties of the vice chair. Assists the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the senate.
 - (4) Duties of the secretary. The secretary of the senate records, transcribes, and distributes the proceedings of the senate to all departments and interested members of the university, assists the chair in such ways as the latter may request, has custody (jointly with the chair) of the books, records, physical facilities, and tangible property of the senate, supervises (jointly with the chair) the clerical staff of the senate, and arranges for the orderly conduct of the business of the senate. In the absence of the chair and the vice chair, the secretary presides over meetings of the senate.
 - (5) Executive committee. The chair, vice chair, secretary, and four elected members of the senate will serve as the executive committee of the senate. The executive committee of the senate will have the following responsibilities:
 - (a) Appoint members to appropriate faculty senate committees.
 - (b) Prepare the agenda for each meeting.
 - (c) Serve as an advisory committee to the senior vice president and provost on governance matters affecting the academic mission of the university.
 - (d) Ensure that the business of permanent and ad hoc committees is completed in a timely fashion.
 - (e) Bring matters to the senate or assign matters to committees.
 - (f) Consider any questions and complaints regarding elections of members to the senate and make recommendations concerning these complaints to the senate. The executive committee shall further certify the validity of all senate elections.
 - (g) When necessary, act on behalf of the senate during the period between the end of the spring semester and the beginning of the fall semester. Such actions shall be reported to the faculty senate for ratification at its next regular meeting.
- (D) Committee structure.
- (1) The faculty senate shall create such committees as it deems appropriate to the conduct of its business.
 - (2) The executive committee, at its discretion, may invite non-members of the senate to serve on senate committees.

- (3) In special cases, the senate may choose to make part or all of the membership on a committee elective rather than appointed by the executive committee.
 - (4) The senate committees shall yearly elect their own chairs, who, if not otherwise members of the faculty senate, shall become ex officio, non-voting members.
 - (5) For organizational purposes, the committees of the senate will have either of two forms:
 - (a) University committees, the members of which shall be elected from specified constituencies, or
 - (b) Permanent committees, the members of which shall be appointed by the executive committee of the faculty senate.
- (E) University committees.
- (1) The faculty rights and responsibilities committee ("FRRC").
 - (a) This committee shall concern itself with grievances relating to faculty assessment or evaluation, appointment, retention, tenure, and promotion. This committee shall be composed of one member from the tenured faculty of each degree-granting college, elected by its full-time faculty and one full-time faculty member from the university libraries, elected by its full-time faculty.
 - (b) For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the faculty rights and responsibilities committee ("FRRC") for the duration of that case. These members will only participate in FRRC business involving the grievance case in question. These members will be selected by lot by the chair of the FRRC, but part-time faculty members from the same department as the grievant shall not be eligible to serve.
 - (c) A part-time faculty grievance pool shall be established by each college every fall. The pool will consist of part-time faculty members who have taught at least four semesters at the university of Akron and who have been nominated by the part-time faculty members of that college and who have subsequently confirmed to the college dean their willingness to serve.
 - (d) Any persons in an administrative position, including interim positions, at or above the decanal rank (deans, associate deans, and persons of similar rank) are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that during two years, three are elected, while four are elected during the third year. The committee shall elect its own chair who, if not already a member of the faculty senate, shall become an ex-officio, non-voting member.
 - (2) Graduate council. The faculty senate delegates to the graduate council operational

responsibility over all matters concerning graduate education, but reserves to itself the right to take up any matters it deems necessary. All action taken by graduate council shall be reported to the senate for final approval. Graduate council shall be composed of two members of the faculty senate who have category two graduate faculty status and the elected members of the graduate council.

(F) Permanent committees.

- (1) Permanent committees of the senate shall be academic policies; curriculum review; athletics; university libraries; reference; research; student affairs; computing and communication technologies; accessibility; and part-time faculty.
- (2) Members of the executive committee shall, in May, and after considering preferences of senate members and then non-senate members, appoint all permanent and ad hoc committees of the senate. To provide some continuity of membership for each committee, the executive committee shall appoint committee members so that, if possible, only one-third of the membership of any committee is terminated each year and members serve a three-year term. At the first meeting of each committee, the committee shall elect its chair, ~~with the exception of the curriculum review committee, which shall be chaired by the senior vice president and provost or said person's designee.~~
- (3) The following permanent committees shall have ex-officio members as indicated: athletics, the athletic director or said person's designee and the "NCAA" faculty athletics representative (appointed by the president); university libraries, the dean of university libraries or said person's designee; research, the vice president for research or said person's designee; student affairs, the associated vice president and dean of student life or said person's designee and the associate vice president of enrollment services or said person's designee; computer and communications technologies, the vice president and chief information officer or said person's designee; and curriculum review, the senior vice president and provost or said person's designee and the university registrar or said person's designee; and accessibility, the vice president for student engagement and success or said person's designee. If not already a member of the senate, the chair of each permanent committee shall become an ex-officio, non-voting member for reporting purposes only. Ex-officio members shall be non-voting unless they are members of the senate.
- (4) Academic policies committee.
 - (a) Recommends and interprets academic policy on university-wide matters such as admission, retention, graduation, and dismissal requirements.

- (b) Recommends changes for the improvement of the academic program of the university.

(5) Athletics committee.

- (a) Advises faculty senate on all university activities relating to intercollegiate athletics including, but not limited to, conference affiliations and the national collegiate athletic association.
- (b) Coordinates with other faculty senate committees matters of joint concern relating to intercollegiate athletics.
- (c) Provides advice and counsel to the director of athletics concerning individual player eligibility, interpretation of policy, and other matters relating to the athletic program.
- (d) The registrar decides questions of academic eligibility of student athletes. If conflicts arise between the registrar, student athlete, and/or athletic department, the following procedures shall be made by any of the grieved parties to the athletics committee:

Upon reviewing the facts, the committee would make a recommendation to the senior vice president and provost.

- (e) Promotes academic achievement among student athletes.
- (f) Reviews team game schedules, seasonal game limitations, and participation in post-season events.

(6) University libraries committee.

- (a) Serves as an advisory group to the dean of university libraries to express the faculty will in the growth and development of the academic support which the libraries supply.
- (b) Provides the dean of university libraries with guidelines and advice on acquisitions, budget, policy, and other matters affecting academic areas.

(7) Reference committee.

Reviews legislation referred to it by faculty senate to ascertain if it is drafted properly and does not conflict with existing rules and regulations or practices.

(8) Research committee (faculty projects).

- (a) Reviews research proposals submitted by faculty members.
- (b) Recommends the budgeting of sums of the university's support of faculty research

proposals to be funded by this committee.

- (c) Establishes policies for funding proposals and guidelines for expenditures of those funded.

(9) Student affairs committee.

- (a) Recommends policy, subject to approval of faculty senate, regarding the granting of scholarships, awards, grants, and loans to university students.
- (b) Proposes regulations concerning all extracurricular activities (except athletics) to faculty senate.

(10) Computer and communications technologies committee.

- (a) Provides recommendations to the senate on policy matters concerning utilization of information technology related to the academic functions of the university.
- (b) Provides advice and counsel to the vice president and chief information officer on information technology needs related to the academic functions of the university.

(11) Curriculum review committee.

- (a) Reviews curricula and course recommendations of the several colleges and divisions and, when necessary, submits them to faculty senate for action.
- (b) Considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions.
- (c) Reviews proposals for changes to courses and academic programs, and for new courses and academic programs, and recommends same for inclusion in the general bulletin.

(12) Accessibility committee.

- (a) Reviews and recommends policies regarding disability and accessibility issues that relate to the academic function of the university, including academic policies which apply to faculty or students, and reports these to the senate for action.
- (b) At the request of the curriculum review committee of the faculty senate, considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions, as they may relate to accessibility/disability issues, and reports such to the curriculum review committee for action.

- (c) At the request of the curriculum review committee or the faculty senate, reviews proposals for new courses, course changes, and new programs as they may relate to accessibility/disability issues, recommends such proposals for inclusion in the general bulletin, and reports such to the curriculum review committee for action.

(13) Part-time faculty committee.

- (a) Gathers information about matters of concern to part-time faculty.
- (b) Proposes policies concerning part-time faculty.
- (c) Advises the senior vice president and provost on matters related to part-time faculty.

- (14) Subcommittees. Each committee may establish subcommittees as it sees fit and having established a subcommittee, may abolish it. No person who is not a member of a standing (permanent) committee may serve as a member of its subcommittees except by appointment of the executive committee. It is each committee chair's responsibility to maintain minutes and pass them on to the incoming chair.

(G) Meetings.

- (1) The number of meetings of the faculty senate shall be determined by the faculty senate as appropriate for the conduct of its business, but at least two general meetings will be held each semester. All reasonable efforts will be made to schedule regular meetings at a standard time and day to permit coordination of senators' teaching schedules with meeting times.
- (2) All meetings of the faculty senate shall be open to members of the university community. Non-members of the senate may make a request to address the senate. Such requests to speak will be granted subject to a vote of the senate.
- (3) All meetings of the senate will be announced at least two weeks prior to the scheduled meeting unless the senate declares itself to be meeting in emergency session.
- (4) All announcements of meetings will contain a detailed agenda. Requests to have items placed on the agenda of the senate must be submitted in writing to the secretary of the senate at least two weeks prior to the scheduled meeting of the senate.
- (5) Items referred to the senate by the president of the university, or the president's designee, for the good of the university, will be automatically placed on the agenda of the senate.
- (6) A petition of ten members of the senate may force an item on the agenda of the senate.
- (7) ~~Thirty~~ A majority of the members of the senate shall constitute a quorum.

- (8) A roll call vote will be conducted if requested by any senator.
 - (9) One permanent item on the agenda shall be presidential remarks.
 - (10) Special meetings may be called at any time by the chair, or by the executive committee, or upon petition by any seven senate members who present their request in writing to the chair.
 - (11) Senate members are expected to regard attendance at all meetings as a primary obligation to their colleagues and to the university. When conflicting professional duties, imperative personal affairs, or illness make attendance at a given meeting impossible, senate members are expected to notify the secretary in advance of the meetings. Such absence will be separately listed in the minutes as absences with notice.
- (H) Membership.
- (1) Eligibility. Members of the faculty senate shall be elected from the members of the full-time faculty of the university of Akron, excluding deans, department chairs, and other primarily administrative officers with faculty rank; from the part-time faculty; from students; from full-time academic advisors; and from retired faculty.
 - (2) Apportionment.
 - (a) The ~~regular~~ full-time faculty of the individual degree-granting colleges and the university libraries shall elect representatives from their membership, excluding deans and other primarily administrative officers with faculty rank, apportioned on the basis of the number of ~~regular~~ full-time faculty within the electorate and appointed to the units during the semester of the election; one senator for each fifteen ~~regular~~ full-time faculty members or fraction thereof. For purposes of these bylaws the terms full-time faculty includes all full-time distinguished professors, professors, associate professors, assistant professors, ~~instructors and college lecturers~~ professors of instruction, associate professors of instruction, assistant professors of instruction, professors of practice, associate professors of practice, and assistant professors of practice, excluding visiting faculty members.
 - (b) The part-time faculty shall elect two representatives from their membership.
 - (c) The full-time academic advisors shall elect one representative from their membership.
 - (d) There shall be three student representatives as follows:
 - (i) The president of the undergraduate student government;

- (ii) One student appointed by the president of the undergraduate government whose term shall coincide with the president's term;
 - (iii) One graduate/professional student elected by that constituency.
 - (e) The association of the university of Akron retirees shall elect two senators from its dues-paying membership who are retired faculty members. Senators representing the university of Akron retirees association may not be elected to the executive committee nor serve as chair or vice-chair of any senate committee on which they sit.
- (3) Diversity. To insure the representation of diverse views, all reasonable efforts should be made by the various electing units to elect women and minorities to the senate. The senate may appoint up to three additional members from ~~regular~~ full-time faculty to increase diversity.
- (4) Electorate.
- (a) The eligible electorate, for the full-time faculty membership on the faculty senate, consists of all full-time faculty of the University of Akron. For the purposes of election to the faculty senate, academic deans, department and division chairs, directors of schools, and administrative officers holding ~~regular~~ full-time faculty ~~rank~~ appointments will be considered part of the electorate.
 - (b) The eligible electorate for the part-time faculty membership on the faculty senate consists of all part-time faculty of the university of Akron.
 - (c) The eligible electorate for the full-time academic advisors consists of all full-time academic advisors of the university of Akron.
 - (d) The eligible electorate for the graduate/professional student membership on the faculty senate consists of all graduate and professional students currently enrolled at the university of Akron.
- (5) Terms of office.
- (a) The terms of office for members of the senate shall be three years.
 - (b) New members shall take office at the first senate meeting of the fall semester.
 - (c) Should any elected member of the senate become an administrative officer on either an acting or a permanent basis during the term for which the member was elected to the senate, the person's seat shall be deemed vacant.
 - (d) A ~~regular~~ full-time faculty member who, before the expiration of his or her term of office as a senator, retires but continues to be employed part-time as a faculty

member while participating in a university-approved program for transition from active employment to retirement may complete his or her term of office as a senator and may serve as an officer of the senate.

- (e) Should a member of the senate be unable to discharge the duties of the office, the senate may declare the member's seat vacant.
- (f) Senators who are on professional, medical, or administrative leave for one semester or less will retain their seats. If the leave extends past one semester, the senate may declare that seat vacant. The senate may declare vacant the seat of any senator who becomes unable to regularly attend meetings.
- (g) The senate may expel any senator who is absent without notice from more than three meetings during an academic year. In such event, the senator's seat shall be deemed vacant.
- (h) Should a vacancy occur, the senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.

(6) Elections.

- (a) Elections to the senate shall be subject to the following requirements and to the bylaws and rules of the electing unit except to the extent that they are inconsistent with these requirements:
 - (i) General elections in the individual units shall be completed by March fifteenth of each year.
 - (ii) All ~~nominations and~~ elections shall be by secret mail or electronic ballot.
 - (iii) Elections may be conducted using the ranked-choice (i.e., instant-runoff) method.
 - ~~(iii)~~ (iv) In elections with only one seat at stake, when the ranked-choice method is not used, each winning candidate must secure a majority of the votes cast. In the event no candidate receives a majority, there shall be a run-off election between the two highest vote-getters.
 - ~~(iv)~~ (v) In elections with more than one seat at stake, when the ranked-choice method is not used, each winning candidate must receive a number of votes exceeding half of the total number of ballots cast. In the event there are seats unfilled and the remaining candidates did not achieve a sufficient number of votes, there shall be a run-off election among the highest vote-getters (two per unfilled seat).

~~(v)~~ (vi) When the ranked-choice method is not used, all ~~AH~~ run-off elections are subject to the same procedural requirements as the general elections.

~~(vi)~~ (vii) All special elections are subject to the same procedural requirements as are general elections.

- (b) Conduct of nominations and elections to the senate from the degree-granting colleges and the university libraries will be the responsibility of the respective deans.
- (c) Conduct of nominations and elections to the senate from the part-time faculty will be the responsibility of the continuing part-time faculty senator, the faculty senate office, and the office of the senior vice president and provost.
- (d) Conduct of nominations and elections to the senate from the graduate/professional students will be the responsibility of the graduate student council and the student bar association.

(I) Amendments.

- (1) Proposal. Proposed amendments to this rule may be placed on the agenda of a regular or special meeting of the faculty senate by a member of the senate or by petition of twenty per cent of the voting members of the faculty.
- (2) Procedure. A vote by the senate on a proposed amendment may be taken only after at least twenty-seven days have elapsed from the date on which the proposal was formally presented to the senate.
- (3) Majority. Prior to submission to the board of trustees, a proposed amendment requires the concurrence of sixty per cent of the votes cast by members of the faculty senate.

(J) Support.

- (1) Material support. The faculty senate shall have suitable office space, a budget for appropriate expenditures, and at least one full-time secretary for support of its activities.
- (2) Assigned time. The officers of the senate will receive at least one three-credit course equivalent per semester assigned time for support of their service.
- (3) Schedules. Collegiate deans, department and division chairs, and directors of schools are to use all reasonable efforts to provide members of the senate with course schedules permitting attendance at regular meetings of the senate.
- (4) Records. All inactive documentary material and related records of the senate will be deposited in and catalogued by the university archives.

- (K) Rules. The rules contained in the current edition of "Robert's Rules of Order Newly Revised" shall govern the faculty senate in all cases to which they are applicable and in which they are not inconsistent with these bylaws and any special rules of order the senate may adopt. A person who is not a member of the faculty senate may be appointed parliamentarian by the chair of the faculty senate.

Effective: 10/23/2017

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 09/28/1997, 07/07/1999, 02/14/2000, 08/06/2001,
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05/23/2013, 07/05/2013, 12/26/2013, 02/01/2015.
10/23/2017

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-10-02
The University of Akron bylaws of the faculty senate

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to revise Rule 3359-10-02, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

3359-11-17 Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct - policies and procedures.

(A) Introduction.

These policies and procedures represent an evolving set of documents. The complexity of the subject matter is such that the current policies and procedures will need a yearly formal review by the senior research officer of the university with the advice of the faculty senate and other bodies which have interest. This policy is intended to conform to all laws and regulations, state or federal, regarding funded research.

(B) Policies and procedures regarding conflicts of interest and/or commitment.

- (1) Each university employee will review and comply with these policies by promptly taking whatever steps are required to avoid, eliminate, remediate or manage an actual conflict of interest and/or commitment. This also includes graduate students, identified as investigators on externally funded grants.
- (2) On the first day of May ~~thirtieth of April~~, each university employee will submit a potential conflict of interest/commitment and request for pre-approval of outside activities form ~~questionnaire~~ (yearly conflict of interest and commitment report) to her or his immediate supervisor that discloses any outside activities that could represent a conflict of interest and/or commitment seeking preapproval for the upcoming year. In addition, employees are required to update the form during the course of the year seeking preapproval for any additional proposed outside activities.
- (3) Written disclosure ~~to the immediate supervisor~~ is required pursuant to this rule during the individual's employment contract when additional outside consulting activities arise that could represent a conflict of interest and/or commitment.
- (4) Outside consulting activities of full-time employees will be governed by the following:
 - (a) All forms of outside activities that involve a time commitment at the expense of an employee's primary responsibilities to the university during an individual's employment contract must be disclosed.
 - (b) The maximum allowable time permitted for outside consulting activities is one day per week on average during the period of the university academic-year or calendar year contract. Particular circumstances, including but not limited to teaching assignments or other scheduled university duties and/or the terms and conditions of support of university grants or contracts, will be taken into account in approving such arrangements.

- (c) The responsibilities and professional activities that constitute an appropriate and primary commitment will differ across colleges, schools, departments, and disciplines, but should be based on an understanding among the employee, his/her department chair, dean or administrative supervisor(s), and the executive vice president and chief administrative officer ~~senior vice president and provost and chief operating officer~~, and in accord with university policies.
- (d) University resources both human (e.g. students, support staff) and material, may not be used for any purpose that is unrelated to the mission of the university and neither for outside consulting nor for private gain. This shall not apply to use of material resources used in a purely trivial and incidental way.
- (5) Failure to pre-disclose and manage conflicts of interest and/or commitment may subject the employee open to sanctions and possible legal actions. (As defined in paragraphs (D)(3) and (D)(4) of this rule.)
- (6) Outside activities in violation of state or federal laws or regulations (including but not limited to: "PHS Promoting Objectivity in Research, 42 U.S.C. 216, 289b-1, 299c-4; Sec. 219, Tit. II, Div. D, Pub. L. 111-117, 123 Stat. 3034 (2012)"; "national science foundation investigator financial disclosure policy," 59 fed. reg. 33,308 (1994) and 60 fed. reg. 35,820 (1995); Ohio ethics law Chapter 102. of the Revised Code; and section 2921.42 and section 2921.43 of the Revised Code), subject an employee to discipline up to and including termination of employment by the university.
- (7) Managing potential conflicts of interest and/or commitment requires timely and accurate disclosure. Therefore, all university employees who engage in outside activities are required to seek prior approval of ~~to disclose~~ those activities as they are encountered in accordance with the following guidelines:
 - (a) Some outside activities, which might be considered conflicts in a technical sense, are routinely allowable without permission but with timely notice to the immediate supervisor because they are (i) accepted practices and (ii) generally minimal in their personal financial impact and impact on the university. Examples of such activities: public service in community service agencies, royalties for published scholarly works or institutional royalty sharing, honoraria, prizes and awards for professional recognition, or routine activities for professional organizations and associations.
 - (b) All forms of outside activities which do not fit the above category and do involve (i) a time commitment of one day or less per week (on average) during the employment contract during the period of the university academic year or calendar year contract, and (ii) university employee remuneration of less than ten thousand dollars from a single source during the employees university contract period are to be reported to the employees immediate supervisor. Disclosure reports are to be made in written form with simple statements of

what is being done, for whom, and at what level of compensation (e.g., less than ten thousand dollars). If there is no significant conflict of interest or commitment and the activities are common, the supervisor shall so certify and file the report with signed certification in the department or equivalent level personnel file. Certification is required prior to an employee engaging in any such activity. Examples of such activities: extensive activities for professional organizations and associations.

- (c) All other forms of outside activity which involve a time commitment in excess of one day per week on average during the period of the university academic year or calendar year contract or outside activities for which an employee receives remuneration valued at ten thousand dollars or above from a single source during the employees university contract period are to be reported to the immediate supervisor (e.g., department chair or supervisor). Disclosure reports are to be in written form with simple statements of what is being done, for whom, and at what level of compensation (e.g., more than ten thousand dollars). Preapproval Certification is required prior to an employee engaging in any such activity. If the immediate supervisor certifies, he/she will, with signed certification forward the request to his/her immediate supervisor (e.g., college dean or division director). If the intermediate supervisor certifies, he/she will report the request to the appropriate central administration officer (e.g., executive vice president and chief administrative officer ~~senior research officer or executive director for human resources~~). The request will be kept on file at that location.
- (8) All university employees are to complete the yearly potential conflict of interest/commitment and request for pre-approval of outside activities form ~~conflict of interest and commitment report questionnaire~~ on or before the first of May and continue to update the form throughout the year ~~thirtieth of April~~. Completed reports are to be sent ~~for certification~~ to the ~~employees'~~ employee's immediate supervisor for preapproval of the activity. ~~If an item on the questionnaire is checked yes, then the~~ The employee's ~~employees'~~ immediate supervisor will forward the report to his/her immediate supervisor (i.e., college dean, division chair) for ~~certification~~ preapproval who will, in turn, forward the report to the appropriate central administrative officer (i.e., executive vice president and chief administrative officer ~~senior research officer or executive director for human resources~~) for final review and approval or denial. Forwarded annual disclosure reports will be kept in the appropriate central administrative office. ~~Annual reports with all no responses will be kept at the department level.~~ Nothing in this paragraph shall be construed to prohibit disclosures required as defined in paragraph (B)(17) of this rule.

University student assistants employed solely on an hourly pay basis, part-time teaching faculty, and employees working less than half-time are exempt from submitting the annual disclosure form but nonetheless are to comply with the

university's conflict of interest and related policies. Questions or concerns of these persons on these matters are to be referred to their department chair.

- (9) University employees with knowledge of an impending arrangement between the university and an outside entity with which they or their family members have financial interests, employment, or other involvements are to disclose those facts to their administrative superior before the university approves the proposed arrangement. Examples of such arrangements: gifts in kind, contributions; sponsored research or other sponsored programs; patenting, licensing, or technology transfer or other intellectual property agreements; procurement, contracts, and/or subcontracts, and similar agreements as defined in paragraph (H)(5) of this rule.
- (10) The president, vice presidents, deans, and other officers, as may be designated by the board of trustees from time to time, are to submit for review and approval an annual disclosure statement which includes memberships on any corporate boards, partnerships, or associations held by such officers. In addition to any proposed outside activities, including consulting, such disclosures also are to identify any office or fiduciary relationship with a not-for-profit corporation or public board or agency.
- (11) No university employee is to use or attempt to use his/her public position or state property, including property leased by the state, to secure or attempt to secure anything or the promise or offer of a thing of value that is of such a degree to manifest an improper substantial influence upon him/her with respect to his/her duties.
- (12) No university employee is to solicit or accept from any person or organization anything of value pursuant to an expressed or implied understanding that his/her conduct of university business would be influenced thereby.
- (13) No university employee is to intentionally use or disclose confidential or proprietary university information and/or intellectual property in any way that could harm the university or result in the receipt of anything of value for him/herself, for his/her family member, or for any other person or organization with which the university of Akron employee is associated as defined in paragraph (H)(5) of this rule.
- (14) No university employee is to receive private financial gain arising from the sale of textbooks or other materials used in a course in which the employee is an instructor. When the employee as instructor believes that such textbook or material is appropriate for the benefit of the students, the employee must arrange either to (i) waive royalties or other type of personal financial gain or (ii) designate the university or a recognized professional organization or honorary to receive such royalties or gain. The latter option must ensure that there will be no potential for future personal financial gain by the employee from this classroom use. All proposed plans are to be submitted to the university for prior approval through the

department chair.

- (15) Inventions and patent rights of university employees developed or obtained during the course of the individual's employment contract with the university belong to the university unless otherwise stipulated in a specific written university patent rights agreement signed by an authorized university official delegated such authority by the university board of trustees. Computer software developed by university employees during the course of the individual's employment contract with the university or using university resources is the property of the university.

Inventions or discoveries made using any university facilities or other university resources belong to the university even if the inventors are not university employees, unless otherwise stipulated in a specific written university patent rights agreement signed by an authorized university official delegated such authority by the university board of trustees.

University intellectual property, including inventions and computer software, is to be managed under rule 3359-02-05 of the Administrative Code. The university will share with inventors and software authors any net royalties or royalty-type income that may be gained as a direct result of licensing or attempting to license the intellectual property.

University employees are to disclose in a timely manner to the university: (a) their own creation or discovery of inventions and computer software which are developed using university resources, regardless of sponsorship; (b) any discoveries and inventions utilizing university resources, including those resulting from their participation in sponsored research or other sponsored programs, other remunerative outside activities in their field of academic interest or specialization, or any other activities of an outside commercial enterprise, including any university employee-owned or employee-managed company; and/or (c) the creation or discovery of inventions of any others associated with them when that development involved any university resources.

No university employee is to provide confidential or proprietary information including disclosures or other information regarding inventions or other intellectual property, to a company or other entity or its agents without prior disclosure to and specific permission from the university board of trustees upon recommendation of the vice president for research.

- (16) University employees who wish to propose or are involved in university sponsored research or other sponsored programs are expected to review and adhere to all university policies, procedures, and obligations related to proposing, managing, reporting of results, and other aspects of such projects.
- (17) The university requires that investigators disclose to the university's director of the

office of research administration any potential conflicts of interest prior to the submission of a proposal for funding. If a new conflict of interest arises at any time during the period after submission of the proposal through the period of award, the filing of a disclosure and immediate action toward remediation is required. Each investigator must disclose all significant financial interests including those of family members if legally required, as well as any other potential conflicts of interest as defined in paragraphs (HG)(6) and (HG)(2420) of this rule.

- (a) That would reasonably appear to be directly and significantly affected by the research or educational activities funded, or proposed for funding, by an external sponsor or
- (b) In entities whose financial interests would reasonably appear to be directly and significantly affected by such activities.

(18) Conflict policies regarding research projects:

- (a) University employees are prohibited from independently submitting or negotiating proposals or contracts for any externally sponsored research or other sponsored programs on behalf of the university. Proposals, and any subsequent negotiations, awards, other agreements, or changes are to be processed through and require the prior written authorization of the university through the office of research administration.
- (b) All university employee involvement in proposals for sponsored research or other programs at other institutions must be approved in advance through the office of research administration. University employee involvement in a program or project at another institution that might be conducted appropriately at the university of Akron as part of normal employee duties could result in situations that place students and staff in conflicts of interest, and deprive students and colleagues of the faculty members or other employees primary intellectual energies. A bona fide subgrant or subcontract agreement of equitable terms, normally involving one institution as fiscal agent and the other(s) as subgrantee(s), negotiated in advance between the university and the other institution(s), and naming the university employee among the key personnel for the project, is an appropriate means for a university employee or team to participate in inter-institutional research projects or other sponsored programs.
- (c) University employees must receive specific prior written approval from the senior research officer to divert funded research opportunities or other sponsored program support from the university to other institutions or external entities.
- (d) A university employee will inform students and all workers engaged in research or other sponsored programs to be conducted under his or her supervision of all details, policies, and procedures concerning the project needed for the students

and workers to perform their role. These include full disclosure of the terms of the agreement in support of the activity, including concerning copyrights or patent rights arising from the research; policies and procedures governing scholarly misconduct; and other as applicable (e.g. health and safety regulations, protection of human rights, ethical care and use of animals, radiation safety, biohazard safety).

- (e) It is the responsibility of each university employee to disclose promptly to the senior research officer any situation or proposal in which the objectivity of a university employee or participant in a research project could be reasonably questioned.

(19) Conflicts involving university contracts:

- (a) University employees are prohibited from negotiating or entering into contracts or other agreements which claim, imply, or appear to involve the university, unless such actions are part of their official university duties and within the scope of their employment. The board of trustees and president will specifically delegate in writing those employees with such signatory authority to contractually commit the university.
- (b) University employees are prohibited from entering into a contract (other than their employment contract) or lease (other than by student employees for student housing) with the university, whether or not the contract or lease derived in whole or part by university funds, except as otherwise provided by law.
- (c) No university employee, in their official capacity, in a position to approve or influence a contract or lease may enter into such a contract or lease which involves the university employees' family members, business associates, or any organization with which the university employee is associated whether or not the contract or lease derived in whole or in part from university funds. It is the duty of each university employee to disclose promptly any such proposed contract, lease, or similar relationship or agreement to the university through the department chair or equivalent immediate supervisor as defined in paragraph (H)(5) of this rule.

(20) Maintaining the university as a community of scholars requires the free and open exchange of ideas and the results of scholarly activities. To this end:

- (a) University students and scholars involved in research have the right to pursue topics of interest, have access to available information and facilities, and to communicate the results of their work in accordance with the law and university policies.
- (b) University employees with outside business interests or outside consulting activities must ensure that the activities of university students, staff, post

doctoral fellows, visiting scholars, and other employees are not exploited by those outside interests and activities.

- (c) All university employees have a right to know the source(s) of funding that support their work.
- (21) Employee pursuit of a degree, when presenting a situation in which a possible conflict of interest or conflict of commitment could reasonably be thought to exist requires prior approval by the employee's immediate supervisor.
- (22) No university employee may give or accept anything of value that may substantially or improperly influence him or her with respect to his or her university duties.
- (23) The university seal, logo, trademarks, and all other university intellectual property may not be used by any person, including any university employee outside his or her scope of employment; not by any firm, corporation, or other entity without the express written permission of the president or the president's designee.
- (24) The university's name will not be used by any employee for the purpose of advertising outside the scope of one's employment by the university or in relation to commercial ventures for private financial gain. In situations when it is not clear whether or not the use of the university's name is appropriate, the employee must obtain the written permission of the president.
- (25) All equipment, apparatus, museum materials, scientific collections, books, and other university property are in the immediate care of the university employees of the respective departments to which such materials belong. University employees are expected to practice good stewardship in the use and care of university property.
- (26) Nepotism is an impermissible conflict of interest as defined in paragraph (HG)(5) of this rule.
 - (a) No university employee may participate, formally or informally, in the decision to hire, retain, grant tenure to, promote, determine salary of, discipline, renew, modify or terminate a family member's individual employment with the university, or to renew, modify, or terminate any other condition of employment.
 - (b) No university employee may give preferential or favored treatment in the supervision or management of another university employee who is a family member.
 - (c) No university employee may authorize or use his or her authority, formally or informally, to secure authorization of any public contract in which he or she or a family member has an interest.
- (27) Service as an expert witness in any civil or criminal case can be undertaken only

when there is no conflict of interest or conflict of commitment. If the university is involved in the case as a named party, there must be prior disclosure and/or approval.

- (28) While executing their university duties, university employees may not use their authority in an exploitative manner in relationships with others.
- (29) A whistle blower, who raises or wishes to raise an allegation against a university employee/employees, of a conflict of interest and/or conflict of commitment, related wrongdoing, or of institutional conflict(s) of interest, must respect the confidentiality of sensitive information and give legitimate institutional structures an opportunity to resolve the matter. Whistle blowers and other witnesses have the responsibility to raise their concerns honorably and with foundation. The university has a duty to undertake review and actions as appropriate and not to tolerate or engage in retaliation against whistle blowers. This duty includes providing appropriate and timely relief to ameliorate the consequences of actual or threatened reprisals, and holding accountable those who retaliate.
- (30) Responsibilities of the department chair or equivalent are:
 - (a) To maintain a record of any outside activity disclosed by a university employee under his/her direction.
 - (b) To act in good faith to assist the university in implementation of this policy.
 - (c) To convey to the dean or administrative supervisor the concerns they, or others, have with this policy.
 - (d) To review and forward to the dean and senior research officer with his or her comments any case which appears to have a potential conflict of interest or conflict of commitment. Such comments should include actions recommended by the chair to manage or remedy the conflict(s).
- (31) Responsibilities of the dean or other administrative supervisor are:
 - (a) To maintain a record of any outside activity disclosed by a university employee under his/her direction.
 - (b) To act in good faith to assist the university in implementation of this policy.
 - (c) To convey to the executive vice president and chief administrative officer ~~senior vice president and provost and chief operating officer~~ the concerns they, or others, have with this policy.
 - (d) To review and forward to the executive vice president and chief administrative officer ~~senior vice president and provost and chief operating officer~~ and senior

research officer with his or her comments any case which appears to have a potential conflict of interest or conflict of commitment. Such comments should include actions recommended by the dean to manage or remediate the conflict(s).

- (32) The office of research administration under this policy is responsible for providing employees with the annual reporting form for each eligible employee under their supervision.

(C) Procedures for reports, certifications, disclosures, and approvals.

- (1) Disclosures and requests for approvals are to be directed first to the immediate administrative supervisor, as well as to the next higher level.
- (2) Regardless of whether the disclosure is disallowed or approved, the completed reports are to be sent to the employee's immediate supervisor for preapproval. The employee's immediate supervisor will forward the report to his/her immediate supervisor (i.e., college dean, division chair) for preapproval who will, in turn, forward the report to the appropriate central administrative officer (i.e., executive vice president and chief administrative officer) for final review and approval or denial. Forwarded annual disclosure reports will be kept in the appropriate central administrative office. Nothing in this paragraph shall be construed to prohibit disclosures required as defined in paragraph (B)(17) of this rule ~~For a matter of disallowed approval a department chair or equivalent will communicate a report and recommendation to the intermediate supervisor. If the intermediate supervisor confirms the disallowance, he or she will communicate the report and recommendation to the senior research officer. In the event the senior research officer determines that the matter may be managed effectively and the management plan suggested is agreed to by the university employee, the senior research officer may authorize the activity.~~

~~(D) Procedures for appeal.~~

- ~~(1) An inquiry committee will be convened with five appropriate members as defined in paragraph (G)(4) of this rule.~~
- ~~(2) Procedure for determination in potential conflict situations by employees:~~
 - ~~(a) Requests by employees for university review and determination will be signed and submitted in writing to the senior research officer in order to initiate a review.~~
 - ~~(b) The senior research officer is responsible for the timely review (ten business~~

~~days), maintenance of records, and preservation of confidentiality to the extent permitted by law of: requests for review, annual certifications and disclosures, any ad hoc disclosure reports of employees, and all other related documents received or created.~~

- ~~(c) The inquiry committee will collect relevant documentary materials, and thereafter, in a timely manner (ten working days), analyze and render a report to the senior research officer.~~
- ~~(d) The inquiry committee may suggest appropriate oversight or management procedures to ensure no conflict of interest or commitment or may recommend other forms of amelioration.~~
- ~~(e) The senior vice president and provost and chief operating officer can extend these timelines up to ten additional working days.~~
- ~~(f) Procedure for resolution of conflict situations by employees.~~
 - ~~(i) The senior research officer will submit to the senior vice president and provost and chief operating officer the inquiry committee report and its recommendation for resolution of the conflict. Additional or subsequent action may be recommended by the senior vice president and provost and chief operating officer or office of general counsel.~~
- ~~(3) Procedure for determination in potential conflict situations when initiated by the senior research officer, senior vice president and provost and chief operating officer, president.~~
 - ~~(a) The senior research officer, senior vice president and provost and chief operating officer, president, or board of trustees may initiate a review without a written report when, in their judgment, there is sufficient concern to warrant it. The senior research officer will inform all appropriate administrators, as well as the faculty or staff who are subject to this investigation. The senior research officer will submit to the provost a recommendation for resolution of the conflict. Additional or subsequent action may be recommended by the provost or office of general counsel.~~
 - ~~(b) The senior research officer will convey promptly to the provost any concerns or those raised by others related to matters covered by this policy. The senior research officer will forward to the general counsel a copy of any request for review or disclosure for legal review and comment. The senior research officer may forward a copy also to other administrators, on a need to know basis, for review and comment.~~

~~All reviews and comments either by the office of the general counsel or by other solicited administrators will be returned to the senior research officer within~~

~~seven working days.~~

~~(c) The senior research officer or designee will meet with all relevant individuals within seven working days from the reception of the report and forward the materials immediately to the office of the provost with the pertinent recommendations.~~

~~(d) If necessary, after consultation with the office of general counsel and any others, the senior research officer may ask the provost to refer the matter to the Ohio ethics commission for further determination.~~

~~(e) The senior research officer will give the results of any review comments from the Ohio ethics commission or other appropriate body in writing to those who simply requested a determination, or to those who were alleged by another to have a conflict of interest. The senior research officer will also send a copy of the results to the general counsel; dean or administrative supervisor; department chair; to the person who requested the review, as the case may be, if not the principal party; and to other responsible university administrators as the senior research officer deems appropriate.~~

~~(f) Procedure for resolution of conflict situations.~~

~~The senior research officer will submit to the provost a recommendation for resolution of the conflict. Additional or subsequent action may be recommended by the provost or office of general counsel.~~

~~(E)~~ (D) Procedure for investigation of alleged conflict of interest or conflict of commitment.

(1) In cases in which an allegation of misconduct by a university employee is made, the senior research officer, general counsel or his designee(s) will take the following steps:

(a) Notify the appropriate dean or vice president of the person in question.

(b) Take appropriate interim actions to protect government and university funds and assure that the purposes of any governmental financial assistance are being carried out in the interim during the review process, as defined in paragraph ~~(E)~~ (D)(6) of this rule.

(c) Meet with both the complainant(s) and the subject(s) thereof. Subject(s) of the allegations will be told, with specificity, the nature of such allegations and be given full opportunity to respond. They will be encouraged to supply any documentary information supportive of their position and given a reasonable time (ten working days) within which to do so. They will be encouraged to supply the names of any individuals or entities that could supply information helpful to their position or to the full and complete investigation of the matter.

The individual who is charged may be accompanied by legal counsel or other advisor during interviews with the committee and/or individual members of the committee. The role of counsel or other advisor is limited to observation and advising his/her client on responding to questions.

- (d) At this time the subject of investigation will be responsible for all fees or expenses in his/her defense of allegations.
- (2) Although a whistleblower enjoys a privilege to report allegations of misconduct, the office of research integrity states (position paper #1, the whistleblower's conditional privilege to report allegations of scientific misconduct, 1993), that abuse of the privilege may leave the whistleblower liable for defamation. In addition, this may subject a whistleblower who abuses the privilege to administrative action by the university as defined in paragraph (G)(11) of this rule. If the allegation of misconduct by the whistleblower proves unfounded, the university should take specific steps for redress of the rights of the unjustly subject of investigation. Among compensatory actions:
 - (a) The university will become responsible for the defense expenses of the subject of investigation, if so ordered by a court of competent jurisdiction.
 - (b) The subject of investigation will be given the option to take legal action when appropriate, interview any identified witness(es) and review any and all documentation that might have a bearing on the outcome of the investigation.
 - (c) The university will report to appropriate federal or state agencies and university officials in accordance with federal and state requirements.
- (3) If a university employee is indeed found to have violated university policy or to have violated the terms of a memorandum of understanding or other terms which were required by the university in order to manage or eliminate a potential conflict of interest or conflict of commitment, the provost, in consultation with the senior research officer, the dean or administrative supervisor, the general counsel, and the inquiry committee, may recommend to the president one or more of the following disciplinary sanctions, for action by the university board of trustees:
 - (a) Formal reprimand.
 - (b) Suspension from the university for a definite period.
 - (c) Dismissal from the university.
 - (d) Other remedial, corrective, or other action which is deemed appropriate.
- (4) Illegal acts under this policy may also be subject to prosecution by state and/or federal

authorities separate from any university disciplinary sanctions. A university employee may appeal a negative decision and/or disciplinary sanctions in writing to the president, with a copy to the provost, within fifteen days of receipt of the notice of the decision. The president will consider the appeal in consultation with the inquiry committee; chair, dean or administrative supervisor, senior research officer, and/or provost as he or she deems appropriate; and with the general counsel and any other upper management that he or she deems appropriate. The president will provide a decision on the appeal to the employee with a copy to the provost and general counsel, within thirty days of receiving the appeal. The decision of the president will be final, subject to the approval of the board of trustees.

- (5) In cases of allegation/accusation of wrongdoing, if as a result of this investigation the allegations are found without merit, the matter will be expunged from all personnel records of the subject of investigation, and the allegation/accusation files will be sealed and delivered to the custody of the office of general counsel. The university recognizes its responsibility to report promptly to those involved, in public and/or in private as may be appropriate, those allegations which prove to be unsubstantiated or substantiated.
- (6) All proceedings and actions should be conducted in conformity with Revised Code and code of federal regulations. If it becomes apparent during the course of any review, inquiry, or investigation that there is illegal conduct or activity and/or that the conduct indicated or complained of may be criminal in nature, the university's general counsel will be immediately notified and provided all information and documentation gathered during the investigatory process to date. The decision of how the investigation should proceed, whether the investigation is taken over by the general counsel or whether outside authorities, including police or other law enforcement agencies, should be notified and involved will be determined by the general counsel. Criminal investigations, when necessary, take precedence over normal university academic or advisory reviews. Sequencing of all other reviews which may be needed will be coordinated among the senior research officer, provost, general counsel, and president.
- (7) If a violation of this policy involves a collateral proceeding under university policies regarding scholarly misconduct, then the provost will defer a final decision on sanctions until the scholarly misconduct inquiry and/or investigation process is also completed.
- (8) The detailed documentation of any allegation/accusation, investigation, and determination will be maintained by the office of general counsel of the university for at least three years from the date of the determination, from the date of acceptance of a final report by the federal office of research integrity or any inspector(s) general involved, or at least three years from the termination date of any related grant or contract, whichever date is later. Documentation must be provided when required by law or upon request to authorized government authorities.

- (9) Departmental, college, committee, and other university records are to be retained under suitable confidentiality and may not be destroyed without the permission of the university's general counsel and the university archivist.

~~(F)~~ (E) University principles for research and sponsored programs.

- (1) The university will deal legally and ethically with external sponsors of research and sponsored programs in ways that avoid institutional conflicts of interest. The same is expected of project personnel and sponsors.
- (2) The university will not enter into agreements contrary to its mission.
- (3) The university will not accept an award for a project that is unacceptable to the principal investigator. Once an award is accepted by the university, all parties are expected to fulfill their respective obligations under that agreement.
- (4) The university, its faculty, and its students will retain the right to use all data for research and educational purposes and to publish results in scholarly publications in accord with university policies. A delay of no more than one year may be mutually agreed upon to permit patent filings or other legal filings. To restrict student theses or dissertations from public access for up to one year to permit patent or other legal filings, a written request must be submitted to the dean of the graduate school along with the final draft. The dean of the graduate school will then forward all copies of the thesis or dissertation to the university archivist with a request to withhold it from public access and the open library shelves for up to one year.
- (5) Meaningful participation of university students in sponsored research is expected.
- (6) In all cases, and at a minimum, the university will retain a perpetual, irrevocable, royalty-free right to practice and use patents, copyrights, all other intellectual property, information and/or materials resulting from or related to any sponsored project for research, testing, and educational purposes only.
- (7) The university will not enter into activities or agreements which could jeopardize its nonprofit tax-exempt status or conflict with its required state of Ohio or federal cost principles and/or accounting methods, including but not limited to United States code of federal regulations title 2 part 220 regarding federal cost principles for educational institutions and related administrative or subsequent applicable governing regulations.
- (8) The university will not enter into activities or agreements which could jeopardize its eligibility to receive federal or state funds.
- (9) The university will not enter into contracts which are not to be governed or construed under Ohio law.
- (10) The university will not accept contractual terms that require the university to

indemnify or hold harmless other parties.

- (11) Title to intellectual property rights resulting from sponsored projects is to vest with the university. Any transfer of these rights to non-governmental entities is subject to specific approval by the board of trustees of the university. An option or a license may be negotiated in good faith and under reasonable terms and rates to share rights through a license with the sponsor, on a non-exclusive, exclusive-by-field-of-use, or similarly limited basis.
- (12) The university will not enter into agreements in which the names of the parties or the facts and terms of the agreement cannot be revealed, but the specific topic of the research may be kept confidential.
- (13) The university will not make any warranties, express or implied, including but not limited to, implied warranties of merchantability and fitness for a particular purpose.
- (14) The university prohibits use of its name or marks or intellectual property by another without its specific prior written permission.
- (15) The university will take title to all equipment and supplies acquired under any sponsored agreement, unless covered under a specific and separate written agreement executed by an authorized representative of the university and that sponsor.
- (16) The university routinely utilizes the personal services of university employees, visiting professionals, students and others who may not be United States citizens or permanent resident aliens of the United States. Sponsoring or collaborating agencies must assume responsibility for inquiry and/or waivers, in advance of entering into any agreement with the university, under the federal export administration regulations, international traffic in arms regulations, and/or similar or subsequent regulations concerning participation in research by or dissemination of data to foreign nationals.

~~(G)~~ (F) Policies and procedures governing scholarly misconduct.

- (1) While encouraging freedom of inquiry, the university of Akron is committed to the scientific method and the ethical conduct of research. Scholarly misconduct by employees, visiting scholars, or students in research and scholarship broadly construed as applying to scientific experimentation, artistic expression, and all other areas of scholarship in any disciplines not in the spirit of the mission of the university and therefore is not acceptable. The scholarly misconduct policy governs any type of research or scholarship that is publicly disseminated, either by presentation (formal or informal) or publication.
- (2) Investigations of alleged scholarly misconduct are conducted within the scope of the law and limited to the discovery of information that would support or refute the

allegation. Adverse findings may provide grounds for disciplinary action, up to and including dismissal from the university.

- (3) Inquiry and investigation procedures for scholarly misconduct relating to university-related research or scholarship that is publicly disseminated.
 - (a) Reports of alleged scholarly misconduct may be submitted in writing to, and will be investigated under the direction of, the senior research officer. In addition, the senior research officer, the provost, the president, or board of trustees may themselves initiate such an investigation without a written allegation.
 - (b) Investigations of alleged scholarly misconduct are conducted by an impartial inquiry committee formed by the senior research officer. The inquiry committee is advised by the office of the general counsel. Members of the inquiry committee are individuals with no real or potential conflict of interest with regard to the alleged misconduct, and with the necessary background to investigate it.
 - (c) If the subject of investigation is an employee or assignee of an academic unit, the inquiry committee consists of two full-time faculty members from the college of primary appointment of the subject of investigation and one full-time faculty member from each of three different colleges or universities.
 - (d) If the subject of investigation is not an employee or assignee of an academic unit, the inquiry committee consists of two members appointed by the vice president to whom the subject of investigation reports and three members appointed by the senior research officer.
 - (e) The composition of the inquiry committee is not necessarily limited to university of Akron employees.
 - (f) The subject of the investigation may object to the selection of specific members, with foundation, in writing to the senior research officer.
 - (g) Inquiry committee chairs are elected by the committee. If the subject of investigation is a faculty member, the chair's primary appointment must be in a different college.
 - (h) If the inquiry raises questions about the protection of human subjects, ethical animal care and use, radiation safety, biohazards, and/or campus safety, the inquiry committee will contact the appropriate university standing committee for assistance. At the request of the inquiry committee or the senior research officer, a member of each appropriate standing committee may be added as an ex-officio but non-voting member of the inquiry committee.
- (4) The guidelines for the operation of the inquiry committee are as follows:

- (a) The work of the inquiry committee is divided into two processes. The process that occurs first is the preliminary review of charges of scholarly misconduct to determine if a charge of misconduct will stand. The second process that may occur is a formal investigation of charges of scholarly misconduct.
- (b) When charges of scholarly misconduct are filed against an individual the senior research officer notifies the individual of the substance of the charges in writing.
- (c) The inquiry committee conducts interviews with appropriate individuals and collects relevant information. The senior research officer provides the committee with all information provided to him/her in the filing of the charge. The provost or senior research officer shall provide assistance and support to the inquiry committee when requested.
- (d) The individual who is charged may be accompanied by legal counsel or other advisor during interviews with the committee and/or individual members of the committee. The role of counsel or other advisor is limited to observation and advising his/her client on responding to questions.
- (e) After collection, review, and discussion of factual information, the committee submits a written report of their findings to the senior research officer and the individual charged with one of two recommendations:
 - (i) The charges are without merit and the matter should be expunged from all personnel records of the individual charged and the files of the committee sealed and delivered to general counsel or
 - (ii) The charges have merit and warrant a formal investigation.
- (f) The written report of the committee following the preliminary review must be completed within thirty days of the notification of charges to the individual by the senior research officer. The formal investigation must begin within fifteen days from the completion of the preliminary review. A written report of the formal investigation must be completed and submitted to the senior research officer within sixty days of the notification of the charges to the individual.
- (g) Written reports of the committee must contain evidence reviewed, summaries of all interviews conducted, and the conclusion/recommendation of the committee.
- (h) The senior research officer provides a copy of the committee's report(s) to the individual charged.
- (i) The individual charged can provide written comments on the proceedings of the committee and these comments become part of the permanent records of the committee's proceedings.
- (j) If the recommendation of the committee, at the conclusion of the preliminary

inquiry, is that the charges are without merit and the matter should be expunged from the personnel records of the individual charged and the senior research officer does not agree with this recommendation, the senior research officer informs the provost of such and directs the committee to begin a formal investigation of the charges.

- (k) The individual charged must be notified in writing that a formal investigation is to be conducted. This notification includes details of the charges of misconduct, summary of the general nature of the evidence supporting the charges, and statements as to the rights of the individual charged to i) have a hearing, ii) confront and cross-examine adverse witnesses, iii) be heard in person and iv) present witnesses and documentary evidence, and to have legal counsel at his or her expense with the same limitations as in the preliminary review.
- (l) If a formal investigation is to be held, the senior research officer or designee takes appropriate administrative actions to protect federal funds and to ensure that the purposes of any federal financial assistance is being carried out. The federal office of research integrity, located within the national institutes of health of the public health service, is notified that an investigation is being conducted.
 - (i) The subject of investigation may have private legal counsel, but the role of the subject of investigation employee's legal counsel will be limited in the same manner as in the initial inquiry.
 - (ii) The inquiry committee will inform the senior research officer, who will promptly notify the federal office of research integrity of:
 - (a) Any reasonable indication of possible criminal violation.
 - (b) Any developments during the investigation that disclose facts that may affect current or potential federal funding for the individual(s) under investigation or facts that the federal agency needs to know to ensure appropriate use of federal funds and otherwise protect the public interest.
 - (iii) In executive session the inquiry committee will seek, examine, and evaluate all relevant facts, including but not limited to the charges, consider any written responses to the charges by the subject of investigation, report by experts, advice of consultants, etc. However, the subject of investigation has the right to request a public hearing or a private hearing before the committee at which time the subject of investigation will have the right to present any explanation or rebuttal, to question any complainant, and to question the committee.
 - (iv) For allegations substantiated by the formal proceedings, the senior research officer will inform appropriate funding agencies of the allegations and

findings regarding the scholarly misconduct.

- (v) The senior research officer will report findings and recommend further action to the provost.
 - (vi) The provost may recommend to the president one or more of the following disciplinary sanctions, for action by the university board of trustees:
 - (a) Formal reprimand.
 - (b) Suspension from the university for a definite period.
 - (c) Dismissal from the university.
 - (d) Other remedial, corrective, or other action that is deemed appropriate.
 - (vii) Illegal acts may also be subject to prosecution by state and/or federal authorities.
 - (viii) A university employee may appeal a negative decision and/or disciplinary sanctions in writing to the president, with a copy to the provost, within fifteen days of receipt of the notice of the decision. The president may consider the case in consultation with the committee, senior research officer, provost, chair, dean or administrative supervisor, as he/she deems appropriate; and with the general counsel. The president will provide a decision on the appeal to the subject of investigation, with copy to the provost, senior research officer, and the general counsel, within thirty days of receiving the appeal.
 - (ix) The decision of the president will be final, subject to the approval of the board of trustees.
- (5) If, as a result of this investigation the allegations are found without merit, the matter will be expunged from all current personnel records of the subject of investigation, and the accusation file will be sealed and delivered to the custody of the office of general counsel.
- (6) The university will report promptly to those involved, in public and/or in private as may be appropriate, those allegations that prove to be unsubstantiated and those allegations that are substantiated.
- (7) If it becomes apparent during the course of any review, inquiry, or investigation that there are illegal issues and/or that the conduct indicated or complained of may be criminal in nature, the university's general counsel should be immediately notified and provided all information and documentation gathered during the investigatory process to date. The decision of how the investigation should proceed will be determined by the general counsel. Criminal investigations take precedence over

normal university academic or advisory reviews. Sequencing of any other reviews will be coordinated among the senior research officer, provost, general counsel, and president.

- (8) If a violation of this policy involves a collateral proceeding under university policies regarding a conflict of interest or conflict of commitment, then the senior research officer will institute the conflict of interest and/or conflict of commitment review(s), but the provost will defer a final decision or sanctions on that matter until the scholarly misconduct inquiry and/or investigation procedure is completed.
- (9) The detailed documentation of any allegation, accusation, inquiry, investigation, and determination will be maintained by the office of general counsel of the university for at least three years from the date of determination, date of acceptance of a final report if any from the federal office of research integrity and/or any inspector(s) general involved, or at least three years from the termination of any related grant or contract, whichever date is later. Documentation must be provided when required by law or upon request of authorized government authorities.
 - (a) Departmental, college, committee, and other university records are to be retained confidentially to the extent permitted by law and may not be destroyed without the permission of the university's general counsel and the university archivist.
- (10) A whistleblower who raises or wishes to raise an allegation against a university employee of scholarly or scientific misconduct or related wrongdoing must respect the confidentiality of sensitive information and give legitimate institutional structures an opportunity to function in resolution of the matter. Whistleblowers and other witnesses have responsibility to raise their concerns honorably and only with foundation. The university has a duty to undertake review and actions as appropriate and not to tolerate or engage in retaliation against good-faith whistleblowers. This duty includes providing appropriate and timely relief to ameliorate the consequences of actual or threatened reprisals, and holding accountable those who retaliate. Although a whistleblower enjoys a privilege to report allegations of misconduct, the office of research integrity states (position paper #1, the whistleblower's conditional privilege to report allegations of scientific misconduct, 1993), that abuse of the privilege may leave the whistleblower liable for defamation. In addition, this may subject a whistleblower who abuses the privilege to administrative action by the university.

~~(H)~~ (G) Definitions.

- (1) Business associate- Any person legally linked with the employee in business contracts, partnerships, firms, enterprises, franchises, trusts, joint ventures, finances, real estate, or in other for-profit legal entities or agreements.
- (2) Compensation- money, financial benefit or things of value. Compensation does not include reimbursement for actual and necessary expenses incurred in the

performance of official duties or for actual and necessary expenses reimbursed for services to non-profit organizations and outside professional associations and related organizations.

- (3) Conflict of commitment- a real or apparent competition of outside activities such that an independent observer might reasonably question whether the employee's professional actions or decisions are or will be adversely affected by competing outside activities and interests to the detriment of the employee's specific and primary duties to the university and its mission.
- (4) Conflict of interest- a real or apparent divergence between a university employee's private interests and his or her professional obligations to the university, such that an independent observer might reasonably question whether the individual's professional actions or decisions are or could be determined by considerations of private gain rather than by potential benefit to the university mission.
- (5) Family member- conflict of interest/commitment/nepotism- the "family" shall have the same meaning as defined by section 2921.42 of Revised Code (grandparents, parents, spouse, children, whether dependent or not, grandchildren, brothers and sisters, or a person related by blood or marriage residing in the same household). This will not apply in financial disclosures.
- (6) Family member- financial disclosure in connection with external funding - for purposes of considering issues of disclosure of financial interest and financial relationships, "family" shall be deemed to mean employee, spouse and dependent children.
- (7) Financial interest- anything of monetary value, including but not limited to salary or other payments for services (e.g., consulting fees); equity interests (e.g., stock options or other ownership interests); intellectual property rights (e.g., patents, copyrights, trademarks, trade secrets and royalties from such rights); and any other interest which an employee has in a business enterprise outside the university.
- (8) Intellectual property- an all-encompassing term now widely used to designate as a group at least all of the following: patents or patentable inventions, trademarks, copyrights, trade secrets, and the rights of publicity.
- (9) Invention- a discovery or development which may be patentable (novel, useful, and non-obvious), and certain types of computer software.
- (10) Investigator- a principal investigator, project director, co-investigator, or any other person at the university who is responsible for the design, conduct, or reporting of research or educational activities funded by an external sponsor.
- (11) License- a permission to use a right to intellectual property under defined conditions.
- (12) Mission- the university's mission, including teaching; research; scholarly and

creative activities; and community and public service.

- (13) Outside activities- outside professional association activities and outside consulting activities.
- (14) Outside consulting activities- activities of university employees, other than their employment obligations to the university, performed for compensation above actual and necessary expenses or honoraria. These do not include outside professional association activities. These may or may not involve conflict of interest or conflict of commitment, which may need management.
- (15) Outside professional association activities- uncompensated activities (except for actual and necessary expenses and honoraria) such as, but not limited to, those involving recognized professional associations and societies or scholarly or advisory bodies related to academic work or disciplines; serving on public commissions or boards of philanthropic organizations; presenting guest lectures or scholarly papers at academic or professional conferences; leading or participating in seminars, workshops, or short courses sponsored by academic, government, or nonprofit organizations; serving on review panels or accreditation teams; visiting colleagues or model programs at other universities or public or nonprofit institutions. Such uncompensated activities are not considered outside consulting activities.
- (16) Private gain- acquiring something of value, profiting, receiving payment, or otherwise receiving some form of personal financial or material increase or compensation for self or family member(s), from the university of Akron.
- ~~(17) Provost- the senior vice president and provost and chief operating officer.~~
- ~~(18)~~ (17) Quarter- any three consecutive calendar months.
- ~~(19)~~ (18) Scholarly misconduct- academic and/or scientific misconduct construed so as to encompass misconduct in the physical sciences, natural sciences, health sciences, social sciences, humanities, professions, fine arts, applied arts, in artistic expression and in all other academic fields within the university. Terms and categories of misconduct will be deemed to have those meanings and interpretations as reflected by their common usage and understanding in an academic and research community. At the university of Akron, each department is the judge of these meanings and interpretations. Scholarly misconduct is intended to include within it but is not limited to the definitions of the American association of universities' broad categories of classification of scientific misconduct and the federal definitions as published by the national institutes of health of the U.S. public health service, U.S. department of health and human services, and of the national science foundation, as amended. Scholarly misconduct includes:

- (a) Plagiarism.

- (b) Falsification of discovery.
 - (c) Theft of another's discoveries, scholarly work, or creations.
 - (d) Violation of accepted scientific procedures in making discoveries.
 - (e) Falsification of data.
 - (f) Abuse of confidentiality.
 - (g) Practices that seriously deviate from those that are commonly accepted within the scientific or academic community or discipline for proposing, conducting, or reporting research (not including honest error or honest differences in interpretations or judgments of data) or in publication, except that this is not intended to cover research or proposals or publications that may be protected as an exercise in academic freedom.
 - (h) Material failure to comply with federal requirements, including protection of researchers, human subjects, and the public; and/or to ensure the welfare and ethical care and use of laboratory animals.
 - (i) Failure to meet other material legal requirements governing research or sponsored programs.
- ~~(20)~~ (19) Senior research officer- the university administrator named by the university to represent the university at the Ohio board of regents as chief research officer.
- ~~(21)~~ (20) Significant financial interest- a financial interest beyond the following:
- (a) An equity interest in an entity that does business with the university of Akron that, when aggregated for the employee and the employee's family members, meets one of the following tests: exceeds ten thousand dollars in value as determined through reference to public prices or other reasonable measures of fair market value, and represents more than a five per cent ownership interest in any single entity as defined in paragraph ~~(H)~~(G)(6) of this rule.
 - (b) Salary, royalties, or other payments that, when aggregated for the employee and the employee's family members, exceeds ten thousand dollars in an entity doing business with the university of Akron.
 - (c) A significant financial interest does not include:
 - (i) Royalties or royalty-type income/remuneration from the university itself.
 - (ii) Income from seminars, lectures, or teaching engagements sponsored by public or nonprofit entities.

(iii) Income from service on advisory committees or review panels for public or nonprofit entities,

~~(22)~~ (21) State- state of Ohio.

~~(23)~~ (22) Technology transfer- conveyance from one party to another of knowledge, methods and/or materials used to apply science, especially to industrial or commercial objectives; and/or conveyance of intellectual property, whether through license or otherwise.

~~(24)~~ (23) University- the university of Akron.

~~(25)~~ (24) Whistleblower- a university employee or student who reports what may be illegal or wrongful activities of the university and/or its employees.

~~(26)~~ (25) Central administration officer - executive vice president and chief administrative officer ~~either the senior research officer or the executive director for human resources.~~

Effective: 02/01/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359.03

Prior Effective Dates: 07/05/20000, 06/25/2007, 06/28/2012, 02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-11-17
Conflict of interest, conflict of commitment, scholarly misconduct,
and ethical conduct - policies and procedures.

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to revise Rule 3359-11-17, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

3359-43-01 Constitution.

(A) Preamble.

As members of the undergraduate student government (USG), we serve as an advocate for undergraduate students to the faculty and administration. We are dedicated to understanding and addressing the needs and interests of the undergraduate community, we strive to contribute to the overall success of collegians within curricular and co-curricular activities at the university of Akron.

We, the members of USG, aim to promote leadership, unity in purpose, and diversity among its members through a unique environment within the university and the community. We work towards effective and tangible results; holding ourselves to the highest level of accountability, excellence, professionalism, and integrity as humble, selfless, and caring leaders at the university of Akron.

(B) Grading principles.

(1) Mission

Building community, enhancing experience.

(2) Vision

We believe in a university that is connected, invested, and inspired to grow.

(3) Values

Our existence is rooted in community, inclusivity, and service.

~~(B)~~ (C) Introduction.

(1) Name.

The official name of this organization is the undergraduate student government.

(2) Membership requirements.

- (a) All members shall be undergraduate students enrolled continuously at the university of Akron. Members must maintain membership requirements both at the time of election or appointment and throughout their term of office.

Elected and appointed members must carry at least twelve credit hours, maintain a 2.3 cumulative grade point average, and be in good standing as defined by the university of Akron student conduct and community standards. Unless otherwise exempted by the university.

- (b) All elected and appointed members of USG, unless otherwise excused, are required to attend one USG retreat per semester.
 - (c) Attendance and duties for elected; and appointed positions shall be outlined in the USG general bylaws.
 - (d) All elected and appointed officials, with the exception of those appointed by executive order, must take the oath of office prior to the start of their term. All appointments made by executive order must take an oath of office by the next regularly scheduled senate meeting.
 - (e) No individual may hold more than one compensated position within USG simultaneously.
- (3) Directional leadership team (DLT) officers.
- (a) The DLT officers include the president, vice president, senate chair, vice senate chair, chief justice, and executive justice.
 - (b) Non-voting members of the DLT include the advisors and chief of staff.
 - (c) The DLT responsibilities are outlined in the USG general bylaws.
- (4) Advisors.
- USG shall have one full-time employee as its advisor. Further requirements and duties are outlined in the USG general bylaws.
- (5) Accountability.
- (a) In the event that individuals fail to maintain USG membership requirements set forth in any one of the documents listed below, a summons can be written which would require the individual to meet with one representative from each branch's leadership and the full-time advisor:
 - (i) USG constitution.
 - (ii) General bylaws.
 - (b) Action taken against the member is limited to, but in no particular order:
 - (i) Oral warning.
 - (ii) Written warning.
 - (iii) Move for impeachment.
 - (c) Warnings given to a member must state exactly the failure made by the member, the reason why the action was wrong, and what the member can do to correct

the failure.

- (d) ~~Accountability~~ Progress meetings shall be held at least once a semester for all members of the USG. All other ~~accountability~~ progress meeting stipulations shall be outlined in the USG general bylaws.

(6) University council.

Student representatives to the university council are chosen through the process outlined in the USG general bylaws, consistent with the university council bylaws.

(7) Faculty senate.

Faculty senate seat elections and stipulations of the faculty senate student representatives are outlined in the USG general bylaws in accordance with faculty senate bylaws.

(8) Student organizations.

- (a) USG has the authority, by a simple majority vote of all members, to convene a special meeting with registered student organizations to address campus wide issue(s). Organizations will be given a minimum of two weeks' notice for a scheduled meeting.
- (b) Each organization shall be required to send at least one representative to special meetings and shall receive one vote per organization.

(9) Finances.

There shall be no dues required for membership in USG. USG shall manage its own finances in accordance with the rules and regulations prescribed by the university of Akron. The main source of funding for this organization shall be the extracurricular activities fund ("EAF").

(10) Nondiscrimination clause.

USG shall not discriminate on the basis of race, creed, national origin, ancestry, gender, age, handicap, veteran status or sexual orientation in the selection of its members or in its programs unless federal or state law allows for such exceptions.

(11) Student development clause.

USG shall maintain a current registration form including a list of officers, their addresses, the name of the USG advisor, and the most recently amended constitution within the department of student life.

(12) Rules for organizational procedure.

Ultimate authority is vested within the USG constitution. Subsequent authority shall be vested in the USG general bylaws and the USG election rules which will be binding with full authority unless an explicit contradiction is found within the constitution. If a contradiction is found, the judicial branch has the power to review the matter and issue an opinion.

(13) Authority/jurisdiction.

All functions, powers, and responsibilities designated in this constitution are subject to policies enacted by the legal authority of the university of Akron board of trustees, city and county ordinances, Ohio state law, and federal law. USG shall represent all undergraduate students enrolled at the university of Akron. The specific powers and authorities are delegated to the officers and branches by the provisions found in this constitution.

~~(C)~~(D) Legislative branch.

(1) Powers.

The legislative powers herein granted by the constitution and the general bylaws shall be vested in the senate of USG.

(2) Senate meetings shall be held weekly, unless circumstances warrant otherwise.

(3) Senate membership.

The legislative branch shall be composed of the senate chair, senate vice chair, and senators. The composition and number of seats in the senate shall be defined in the general bylaws. At least two senate seats shall be reserved for first year students.

(4) Election of the senate chair and vice senate chair.

The senate chair and vice senate chair shall be elected by a majority vote of senate at the last regular senate meeting of the academic year by the newly elected incoming senate. The senate chair and vice senate chair must be members of the incoming senate.

(5) Legislative duties.

The duties of the senate chair shall include, but are not limited to:

- (a) Attending DLT meetings.
- (b) Appointing standing committee chairs and members. Appointments to these

positions do not require the approval of the senate.

- (c) Presiding over weekly senate meetings, unless circumstances warrant otherwise.
- (d) Managing the general operations of the senate.
- (e) Maintaining all records of weekly senate office hours and accountability forms.

(6) Budget and goals.

The president shall present USG's annual operating budget before the senate no later than the fourth week of the fall semester. The senate shall review and approve the budget by no later than the fifth week of the fall semester. The operating budget may be approved without a second reading. The senate shall review and vote on the annual operating budget for USG and annual goals that shall be presented by the president no later than four weeks from the date of receiving the financial information from the university. The senate shall vote on the budget and all revisions no later than the next senate meeting after the president presents the information.

(7) University recognition of student organizations.

After a new student organization (NSO) has been approved by the department of student life, a representative of the senate will contact a representative of the NSO to inform them of the role of undergraduate student government.

(8) Legislation.

- (a) All legislative action shall be in the form of a bill or resolution and require two senate sponsors. No resolution or bill shall be passed until it has been read at two different regular senate meetings or this requirement has been dispensed with by at least a three-quarters vote of senate voting. All legislation must be prefaced by a rationale from the sponsor, justifying the reasons for the piece of legislation.
- (b) No action of the senate shall be valid or binding unless adopted by the majority vote of senate voting. After the senate passes a bill or resolution, it must be signed by the sponsors and senate chair and given to the president within twenty-four hours of its approval by the senate, unless circumstances warrant otherwise.
- (c) If the president approves such a measure, it must then be signed and returned to the senate chair within five business days following the date of passage by the senate. If the bill or resolution is vetoed, the president shall return it to the senate, along with written objections, within five business days following the date of passage by the senate. If a bill or resolution is not returned to the senate within the five business days, it shall take effect in the same manner as if the

president had signed it. If the USG president has vetoed a bill or resolution, the senate must reconsider it at the next regular meeting. If upon reconsideration, the bill or resolution is approved by a three-fourths majority vote of the senate voting, it shall then take effect as if it had received the approval of the USG president.

- (d) After approval of the measure, it must be presented to the vice president for student affairs for review within a timely manner. Following the approval of the vice president for student affairs, the legislation must be presented to the university president, or the president's designee, for final disposition within a mutually agreed upon time frame.
 - (i) All impeachments must be finalized within seven days of approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
 - (ii) All appointments do not have to go through final disposition but take effect immediately after approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
- (e) Only the university president or president's designee shall have the authority to send final approved legislation to the board of trustees. Examples of legislation that may be forwarded include, but are not limited to legislation having campus wide implications and all-encompassing facility usage. If any legislation is not approved by the board of trustees, the USG DLT members shall meet with the vice president for student affairs or his or her designee to discuss the proposed legislation.

~~(D)~~ (E) Executive branch.

(1) Powers.

The executive powers herein granted by this constitution and the general bylaws shall be vested in the executive branch of USG.

(2) Executive branch membership.

The executive branch shall be composed of the president, vice president, chief of staff and the executive cabinet. Additional executive branch positions shall be outlined in the general bylaws.

(3) Executive officer duties.

- (a) The president shall be the chief executive officer and the official spokesperson for the USG. These powers and duties include, but are not limited to the following:
 - (i) Presiding over the DLT meetings.

- (ii) Attending all senate meetings and submitting an activity report at all senate meetings.
- (iii) Approving or vetoing bills or resolutions passed by the senate as previously outlined in paragraph (C)(8) of this rule.
- (iv) Serving in person or by his or her designee, as the representative of the undergraduate student body to all university boards, committees, or commissions to which he or she may be appointed.
- (v) Maintaining all records of executive cabinet member office hours and executive cabinet member accountability forms.

(b) Further descriptions of executive officer duties shall be outlined in the general bylaws.

(4) Undergraduate student organization funding.

USG shall determine the undergraduate student organization funding policy in accordance with processes outlined in the USG general bylaws.

(5) Executive orders.

- (a) The president shall have the authority to write executive orders, which are directives issued by the president in order to respond to issues requiring a prompt or immediate action. Such orders are effective immediately upon their issuance. At the time of issuance, the president shall provide a rationale and justification for the executive order. All presidential appointments shall be written as executive orders.
- (b) For an executive order to continue in effect, it must be approved by a simple majority of the senate at the next senate meeting immediately following the order's issuance. Such orders only need to be read at one senate meeting before being brought to a vote at the same meeting.

~~(E)~~ (F) Judicial branch.

(1) Powers.

The judicial powers herein granted by this constitution and the general bylaws shall be vested in the judicial branch of USG.

(2) Judicial membership.

The judicial branch shall be composed of the chief justice, executive justice and associate justices. The number of associate justice seats shall be defined in the general bylaws.

(3) Judicial duties.

- (a) The chief justice shall be the chief administrator of the judicial branch. The powers and duties of the chief justice include, but are not limited to:
 - (i) Attending all senate meetings to address any questions concerning the USG constitution, general bylaws, or parliamentary procedure.
 - (ii) Submitting weekly activity reports concerning the conduct of the judicial branch at all senate meetings.
 - (iii) Calling a special session, at his or her discretion, of the judicial branch. The chief justice must notify involved branch members of the nature of and reason for the special session at least forty-eight hours in advance of the meeting.
- (b) Further descriptions of judicial office duties shall be outlined in the general bylaws.

(4) Cases and hearings.

- (a) The chief justice, or the executive justice when designated by the chief justice, shall preside over and conduct all judicial branch cases.
- (b) The judicial branch shall hear any case initiated by undergraduate students. Such cases include, but are not limited to the following:
 - (i) The removal of elected and appointed members of USG.
 - (ii) Constitutional questions that include petitions submitted under paragraphs (H)(4) and (J)(2)(a) of this rule.
 - (iii) Constitutional or bylaw questions, including, but not limited to, all legislation and executive orders.
 - (iv) Constitutional dispute resolutions involving non-academic university complaints, unless the case has jurisdiction within another university process. Constitutional dispute resolution cases shall be outlined in the general bylaws.
 - (v) University parking appeal, per rule 3359-46-01 of the Administrative Code.
- (5) Members of the judicial branch may not participate in any case or hearing in which they are involved or have an interest.

~~(F)~~(G) Term limits.

- (1) Associate justices shall serve a term until resignation, graduation, failure to meet USG

membership requirements, or removal from office.

- (2) The term of the office of the president shall be from the time of oath of office at the last senate meeting of the spring semester until the last senate meeting of the following spring semester.
- (3) All appointments made to the executive branch and the office of vice president, chief justice, and executive justice shall serve a term concurrent with that of the office of the president.
- (4) Senators shall serve a term concurrent with that of the office of the president.

~~(G)~~ (H) Appointments.

- (1) All appointments must follow the hiring procedures as outlined in the general bylaws.
- (2) Appointments to the legislative branch.
 - (a) The senate shall vote on appointment legislation written by the senate chair to the legislative branch. All such legislation shall require a simple majority vote of senate for approval.
 - (b) In the absence of the senate chair, the temporary line of succession for presiding over the senate meetings shall be the vice senate chair, followed by the senior-most member on the senate, based on the start of service in office.
 - (c) Any person temporarily filling the duties of senate chair shall have suspended appointment powers. If a permanent vacancy occurs in the position of senate chair, a new senate chair shall be elected at the next senate meeting to finish the term.
- (3) Appointment to the executive branch.
 - (a) In the case of a permanent vacancy in the office of the president, the vice president shall be the successor to the president. In the case of a permanent vacancy in both the positions of president and vice president, the temporary line of succession shall be the senate chair followed by the vice senate chair followed by the most senior senate member until a special election can occur.
 - (b) The president has the power to appoint individuals to vacancies in the executive branch.
 - (c) The senate shall vote on appointments to the executive branch through executive orders by a simple majority vote of senate voting.
 - (d) The president shall have the power to establish, suspend or remove executive committees through executive orders by a simple majority vote of senate voting.

(4) Appointments to judicial branch.

- (a) The chief justice shall be appointed from among the current serving associate justices and executive justice by a simple majority vote of the judicial branch.
- (b) In the case of a permanent vacancy in the office of the chief justice, the executive justice shall serve the remainder of the chief justice's term.
- (c) The chief justice shall appoint a currently serving associate justice to the position of executive justice with a simple majority vote of the judicial branch.
- (d) The president, in collaboration with the chief justice and executive justice, shall appoint individuals for all unfilled associate justice seats with an executive order and a simple majority vote of senate voting.

~~(H)~~ (I) Meeting procedures.

(1) Executive sessions.

- (a) In order to move into an executive session:
 - (i) A specific motion must be made by a member with the reason for which the executive session is being called, which will be reflected in the minutes for that meeting.
 - (ii) The motion must then be seconded by a separate member.
 - (iii) A roll call vote must be called, with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.
- (b) Reasons for executive session:
 - (i) Discussions regarding confidential personal information of a party.
 - (ii) Matters of membership.
- (c) Actions permitted in executive session:
 - (i) Discussion of permitted topics.
 - (ii) No collective agreement may be made in executive session.
 - (iii) No official votes may be carried out in executive session and any votes conducted in executive session are considered invalid.
- (d) In order to exit executive session:
 - (i) A motion may be made by any member to exit executive session.

- (ii) The motion must then be seconded by a separate member.
- (iii) A roll call vote must be called with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.

(2) Minutes.

- (a) Records of all business conducted in all meetings.
 - (i) Minutes will include all motions and reasons made and who made the motion.
 - (ii) Records of all votes.
 - (iii) Records of all agenda items, debate and executive sessions.
- (b) Detailed records will be maintained in USG records for three years for non-financial documents and for seven years for financial documents.
- (c) Minutes from all meetings will be posted on the USG website, including all votes taken on any formal action.

(3) Voting.

Records of voting should include:

- (a) A record of how each member voted on a specific motion or action determined by roll-call vote; or,
- (b) The record of the outcome of a voice vote taken on a motion or action.

~~(H)~~ (J) Elections.

- (1) USG shall hold both general and first-year elections.
- (2) All election stipulations and rules shall be outlined in the USG election rules.
- (3) Referendum.

Any legislation considered by USG may, by a simple majority vote of senate voting, be referred to the undergraduate student body for a vote.

- (a) All information regarding this legislation must be distributed to the voting population at least one week prior to this election.
- (b) Passage of the referendum shall require a majority vote of those students voting in that special election. This election shall take place as expeditiously as possible.

(4) Recall.

- (a) Any elected member of USG may be subject to a recall vote with a petition containing signatures of at least twenty-five percent of the number of students voting in the most recent general election. The USG advisor shall keep all voting records from the previous elections.
- (b) All information regarding this recall must be distributed to the voting population at least one week prior to this election.
- (c) The member shall be considered removed from office with a majority of the number of students voting in the recall vote.
- (d) The elections chair shall administrate the recall vote.
- (e) Upon this removal, the office shall be deemed vacant and shall be filled by the procedures outlined in paragraph (G) of this rule.

~~(J)~~ (K) Impeachment.

(1) Members governed.

Any USG member elected or appointed may be impeached and removed from office.

(2) Duty.

The members of USG have the duty to recommend to the senate the removal of any of the above listed positions of USG who is consistently negligent in the performance of his or her duties and responsibilities.

(3) Procedures.

- (a) A bill calling for the impeachment and citing specific reasons for such must be presented at a regular meeting of the senate. A two-thirds vote of senate voting shall instruct the chief justice whether or not to proceed with an impeachment hearing.
- (b) The impeachment hearing of a USG member shall occur at the next regular senate meeting after the passage of the bill. The chief justice shall preside over all impeachment hearings. In the event of the impeachment of the chief justice, the executive justice shall preside over the impeachment hearing.
- (c) Impeachment of a USG member requires a three-quarters vote of all USG members voting.

(d) Double jeopardy.

Except in the case of newly discovered evidence, no official shall be tried more than once for the same offense, nor shall more than one vote for removal be taken in the course of the hearing.

~~(K)~~(L) Governing document review, ratification, and amendment procedures.

(1) Review and ratification of the constitution.

- (a) At least every five years, starting at the year 2010, the constitution will undergo a constitutional review, or earlier at the direction of the DLT. The DLT will initiate the review process.
- (b) If any amendments are proposed, USG members shall vote on the changes within fourteen days after their introduction.
- (c) If the proposed amendments are approved by a majority of all USG members voting, then the amendments shall be presented to the students at a re-ratification election. This election shall be held within thirty days after the senate votes on the proposed amendments. The proposed amendment must be available to the undergraduate student body, in print, at least one week prior to the election.
- (d) If the constitution is ratified by a majority of the undergraduate student body members voting in the election, it shall be forwarded, presented, and reviewed in a reasonable time mutually agreed upon by the ad team and the following individuals or bodies in the order listed:
 - (i) Vice president for student affairs, or his or her designee;
 - (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.

(2) Amendments to the constitution.

- (a) Amendments to this constitution may be proposed, prior to the time line established in paragraph (J)(1)(a) of this rule, in the form of a bill or by a petition signed by at least ten percent of the undergraduate student body.
 - (i) If proposed in the form of a bill, the amendment(s) shall be placed for vote before the undergraduate student body after a two-thirds vote of all USG members voting. The elections chair will administrate the vote.
 - (ii) If proposed in the form of a petition, the amendment(s) shall be placed for vote before the undergraduate student body after the USG advisor has validated the signatures. The board of elections will administrate the vote.

- (b) The elections chair shall submit amendments proposed by passage of a bill or petition in a timely manner prior to the election in which it shall be voted upon. The proposed amendment(s) must be available to the undergraduate student body, in print, at least one week prior to the election.
- (c) If the amendments are approved by a majority of the undergraduate students voting in the election, they shall be forwarded, presented, and reviewed in a reasonable time to be mutually agreed upon by the DLT and the following individuals in the order listed:
 - (i) Vice president for student affairs, or his or her designee;
 - (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.
- (3) Amendments to the bylaws.
 - (a) General bylaws shall be reviewed and approved by the fourth week of the academic year by a simple majority vote within at least two of the three branches.
 - (b) All USG bylaw amendments must pass with a simple majority vote within at least two of the three branches.
 - (c) All USG voting will occur within each branch's respective meeting time.
 - (d) Any amendments to the general bylaws not passed unanimously may be appealed through a grievance process outlined in the general bylaws.
- (4) Amendments to the election rules.
 - (a) Election rules shall be reviewed and voted on at the regular scheduled senate meetings prior to the start of the general elections.
 - (b) All election rules must pass with a simple majority vote of all USG members voting.
 - (c) Amendments and additions to the election rules cannot occur during the election cycle until all appeals have been heard and been ruled on.

Effective: ~~08/26/2018~~

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 04/01/1993, 08/05/1999, 02/12/2005, 11/12/2011,
11/15/2012, 11/01/2013, 02/01/2015, 05/03/2015,
08/27/2017, 08/26/2018

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-43-01
Constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to revise Rule 3359-43-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

TO BE RESCINDED

3359-11-09 World wide web (WWW) information publishing.

(A) Introduction.

- (1) This world wide web (WWW) information publishing policy shall apply to all web servers and personal home pages within the university's internet domain in addition to the official servers and official home pages of the units of the university.
- (2) The university of Akron recognizes that full implementation of world wide web technology for information delivery and instruction on and off campus requires flexible conventions. Flexibility is needed to allow creation of a consistent and comprehensive network of distributed media. These conventions must provide a centralized framework that promotes open access and ease of navigation without stifling the individual creativity and vision of the WWW developers on campus. Contents of all pages must be consistent with university policies and in accord with federal, state and local laws.
- (3) The university recognizes that the promotion of learned discourse requires the tolerance of a wide range of viewpoints. Individual faculty and students have a right to expect that their academic freedom of thought and expression will be respected on the world wide web just as it is in speech and writing.
- (4) In order to promote user access to home pages it is recommended that each main home page and major sub-home page have index entries and meta search terms.

(B) Responsibility.

(1) Unit pages.

The head of the particular unit has responsibility for developing and maintaining that specific unit's pages including ensuring that content is accurate, up-to-date, and in conformance with university standards.

(2) University pages.

Vice president for information technology and CIO.

(3) Policy enforcement.

Vice president for information technology and CIO.

(4) Policy development.

A committee appointed by the provost and chaired by the vice president for information technology and CIO with broad representation by the academic and nonacademic units of the university will develop world wide web policies. The committee continuously reviews the policies for appropriateness since these policies govern a new and dynamic method of communications. This committee will assist the provost with regard to issues that may affect the world wide web at the university of Akron. Committee membership includes one person from the faculty senate's computing and communications technologies committee, and the university libraries committee.

(C) Official university web pages.

(1) Guidelines.

- (a) The name "The University of Akron" must appear on each official unit home page and in full or part in the <title> tag along with the unit's name.
- (b) Online access is provided to a standard set of styles for the university of Akron or UA seal, logo, graphic devices, emblems and other artwork.
- (c) The university of Akron maintains a library of standard styles for the following information, which shall appear in unit home pages:

- (i) Links to college and home page of the university of Akron should appear at the bottom of the page.

For non-academic units the links should be to the parent unit and to the university of Akron.

- (ii) The university of Akron equal education and employment opportunity statement must appear at the bottom of the unit's home page.

The university of Akron is an equal education and employment institution.

- (iii) A copyright statement.

Each home page should contain a copyright statement (1996 by the university of Akron). If original material is included on a web page or other electronic pages (e.g., by a faculty member), include an appropriate copyright notice.

- (iv) An e-mail address.

Each web page must contain the e-mail address of the person(s) responsible for maintaining the page.

- (v) The date of the last update.

Each web page must have the date of the last update of the page.

(D) Personal home pages.

Home pages are a tool for communicating about ourselves as a campus as well as our personal and professional interests. Faculty, students, and staff are encouraged to explore the use of the web by creating personal home pages. Personal home pages are not official information. They will be housed on campus servers with the following cautions:

Guidelines.

(1) The university of Akron servers.

Servers must not be used:

- (a) to promote business enterprises;
- (b) to violate copyright laws; or
- (c) to violate any other state or federal laws that may apply.

(2) The university of Akron or UA seals, logos, graphic devices, or emblems must not be used without proper permission.

For guidelines on the use of these emblems, contact the department of university communications. (faculty manual paragraph (C)(3) of rule 3359-20-057 of the Administrative Code).

(3) University resources.

Personal home pages should not create a volume of network traffic or computer system load that disrupts or interferes with the normal activities of the university community.

(4) Each web page must contain.

- (a) The name and e-mail address of the person(s) responsible for the maintenance of the page
- (b) The date of the last update of the page.
- (c) The following disclaimer: (The views and opinions expressed in this page are strictly those of the page author. The contents of this page have not been reviewed or approved by the university of Akron.) For further protection of the university and the individual, please see the sample disclaimers that may be used. See the online sample disclaimers.

(E) Web pages of registered student organizations.

- (1) Registered student organizations are encouraged to explore the web by creating home pages for their organizations. Student organization home pages are not official information. They will be housed on campus servers, and linked to by the office of student development with the following cautions:

Guidelines.

- (a) The university of Akron servers.

Servers must not be used to promote business enterprises; to violate copyright laws; or to violate any other state or federal laws that may apply.

- (b) The university of Akron, its seals, logos, graphic devices, or emblems must not be used without proper permission.

For guidelines on the use of these emblems, contact the department of university communications (faculty manual paragraph (C)(3) of rule 3359-20-057 of the Administrative Code).

- (c) University resources.

Registered student organizations' home pages should not create a volume of network traffic that disrupts or interferes with the normal activities of the university community.

- (d) Each web must contain:

- (i) The name and e-mail address of the person responsible for the maintenance of the web page.
- (ii) The date and last update of the page.
- (iii) Links to the home page of the university of Akron and the office of student development, at the bottom of the page.
- (iv) A statement that the registered student group does not discriminate on the basis of race, color, religion, disability, sexual orientation, national origin, sex or age.
- (v) The following disclaimer must appear at the top of the page: The views and opinions expressed in this page are solely those of the page author. The contents of this page have not been reviewed or approved by the university of Akron.

- (2) Links to registered student organization home pages by the office of student development.

Only those registered student organizations with web pages resident on the university of Akron's servers may be linked by the office of student development's home page.

(3) Annual verification of identity for individuals maintaining registered student organization web pages.

(a) The individual responsible for the maintenance of the page must be identified within the annual registration form for recognized student organizations verifying their name and e-mail address and the student organization's website address. Such statement and verification shall occur within the first month of fall semester.

(b) If the registered student organization fails to annually verify the name and e-mail address of the person responsible for the maintenance of the organization's web page and its web site by the registration deadline, the web page will be deactivated until the annual registration form has been completed.

(F) Definitions.

(1) Home page. Refers to the top level page usually associated with index.html or welcome.html.

(2) Web page. Refers to any html file.

(3) Electronic page. Refers to any other type of page (e.g., pdf documents) that can be viewed from the WWW.

(4) Unit. A college, a department, a school, or other academic or administrative part of the university.

Effective: 01/31/2015

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 01/13/97, 07/07/99, 06/25/07

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-11-09
World wide web

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to rescind Rule 3359-11-09, as this rule is deemed unnecessary, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

TO BE RESCINDED

3359-11-10.7 Privacy policy.

(A) Introduction and statement of purpose.

The university of Akron is committed to protecting the privacy of personal information regarding its students, employees, and individuals associated with the university and obtaining technology that will provide powerful and safe online experiences. This statement of privacy applies to university of Akron web sites and governs data collection and usage. By using university of Akron websites, individuals are deemed to consent to the data practices described in this statement.

(B) Collection of personal information.

The university of Akron, for its use as a state of Ohio educational institution and in association with others as legally permissible, collects personally identifiable information, such as e-mail address, name, home or work address, telephone number, and credit card data. The university of Akron may also, from time to time, collect anonymous demographic information, which is not unique to individuals, such as zip code, age, gender, preferences, interests and favorites.

In many situations, the university automatically collects information about computer hardware and software. This information can include: an IP address, browser type, domain names, access times and referring web site addresses. This information is used by the university of Akron for the operation of the service, to maintain quality of the service, and to provide general statistics regarding use of the university of Akron web site.

Direct disclosure of unencrypted personally identifiable information or personally sensitive data through university of Akron public message boards or non-secured servers should be avoided since this information could potentially be collected and used by unauthorized persons.

While the university of Akron does not read private online communications, users should understand that their messages and postings may be a public record under Ohio law and subject to discovery in an investigation or an administrative or trial proceeding.

The university of Akron encourages users to review the privacy statements of web sites they choose to link to from the university of Akron in order that they may better seek to understand how those web sites collect, use and share personal and other information. The university of Akron is not responsible for the privacy statements or other content on web sites outside of the university of Akron.

(C) Use of personal information.

The university of Akron collects and uses select personal information to operate the university's web sites and deliver many desired and requested services. The university of Akron also uses personally identifiable information to inform users of other products or services available from the university of Akron and others with whom it is affiliated or contracts. The university of Akron may also contact user via surveys to conduct research about your opinion of current services or of potential new services that may be offered.

The university of Akron may, from time to time, contact users on behalf of external business partners about a particular offering that may be of interest to users. In those situations, unique personally identifiable information (e-mail, name, address, telephone number) is not transferred to the third party. In addition, the university of Akron may share data with trusted partners to help us perform statistical analysis, send email or postal mail, provide customer support, or arrange for deliveries. All such third parties are prohibited from using personal information except to provide these services to the university of Akron, and they are required to maintain the confidentiality of your information.

Except as otherwise required by law (for example whenever a valid subpoena is issued to the university), the university of Akron does not use or disclose sensitive protected data, without consent of the individual.

As a state of Ohio educational institution, the university of Akron is governed by the Ohio Public Records law (section 149.43 of the Revised Code). When requested, the university must release public records to requesting parties.

The university of Akron tracks certain web sites and pages that users visit within the university in order to determine what services are useful and popular. This data is used to deliver customized content and promotion within the university of Akron.

The university of Akron web sites will disclose your personal information, without notice, only if required to do so by law or in the good faith belief that such action is necessary to: (1) conform to the edicts of the law or comply with legal process served on the university of Akron or the site; (2) protect and defend the rights or property of the university of Akron; and, (3) act under exigent circumstances to protect the personal safety of users of the university of Akron, or the public.

(D) Use of cookies.

The university of Akron web site uses "cookies" to help users personalize their online experience. A cookie is a text file that is placed on your hard disk by a web page server. Cookies cannot be used to run programs or deliver viruses to user's computers. Cookies are uniquely assigned to you, and can only be read by a web server in the domain that issued the cookie.

One of the primary purposes of cookies is to provide a convenience feature to save you time. The purpose of a cookie is to tell the web server that a certain user returned to a specific page. For example, if someone personalizes the university of Akron pages, or registers with the university of Akron site or services, a cookie helps the university of Akron to recall specific user information on subsequent visits. This simplifies the process of recording user information, such as billing addresses. When the user returns to the same university web site, the information that user previously provided can be retrieved, so the user can easily use the university of Akron features that the user customized.

Users have the ability to accept or decline cookies. Most web browsers automatically accept cookies, but users can usually modify their browser setting to decline cookies if preferred. If a user chooses to decline cookies, they may not be able to fully experience the interactive features of the university of Akron services or web sites visited.

(E) Security of personal information.

The university of Akron provides for securing your personal information from unauthorized access, use or disclosure. The university of Akron provides for the securing of personally identifiable information that you provide to the University on computer servers in a controlled, secure environment, protected from unauthorized access, use or disclosure. When personal information (such as a credit card number) is transmitted to other Web sites, it is protected through the use of encryption, such as the secure socket layer (SSL) protocol.

(F) Changes to this statement.

The university of Akron will occasionally update this statement of privacy to reflect organizational and appropriate feedback. The university of Akron encourages its students, employees, and individuals associated with the university to periodically review this statement to be informed of how the university of Akron is striving to protect your information.

Effective: 01/31/2015

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates:

11/06/06

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-11-10.7
Privacy policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to rescind Rule 3359-11-10.7, as this rule is deemed unnecessary, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

TO BE RESCINDED

3359-20-06.2 College lecturer.

(A) Definition of college lecturer.

- (1) College lecturers are full-time, nontenure-track faculty with a primary responsibility for teaching and secondary responsibility for academic unit participation. Persons in these positions are not eligible for consideration for tenure. These positions are not to replace tenure-track positions.
- (2) College lecturer is the designation for this rank.
- (3) College lecturers shall have a minimum of a master's degree in the field appropriate to their appointment, except in rare and compelling circumstances.
- (4) The normative period of appointment for college lecturer shall be three years, contingent upon satisfactory annual reviews of teaching, academic unit participation, and professional conduct. The appointment is also contingent upon college need and/or financial exigency. No term shall be shorter than one academic year or longer than five academic years.

(B) Workload of college lecturer.

- (1) The instructional load for the college lecturer shall be not less than twenty-four instructional credit hours per academic year and not more than thirty total load hours. Further, the number of preparations shall be limited to three different preparations per semester. This load may include instructional support activities related to a specific course, but shall not normally include more general administrative responsibilities of the undergraduate curriculum. Examples of general administrative responsibilities include, but are not restricted to, undergraduate advising or laboratory administration.
 - (a) Any assignment in load-hours for general administrative responsibilities or non-instructional activities shall require the prior written approval of the dean.
 - (b) College lecturers are expected to fulfill all teaching obligations, including preparation for classes, meeting all sessions of assigned classes, timely grading and return of assignments and examinations, and maintaining office hours as determined by the academic unit.
 - (c) The assignment of instructional and/or other responsibilities shall be determined by the faculty member's academic unit.

- (2) College lecturers are understood to be committed, integral members of the faculty whose contributions to university life can be varied, highly enriching, and beneficial to the institution at many levels and in many ways.
 - (a) Each academic unit shall determine the level of participation in the academic unit of its college including unit meeting attendance and the extent of the voting status in the unit.
 - (b) College lecturers' participation on unit committees shall be limited to committees related to instructional activities, and shall be at the discretion of the academic unit.
 - (c) College lecturers shall not serve on initial appointment, reappointment, tenure, and promotion committees.
- (3) College lecturers' participation in college and university activities shall be in accordance with college and university guidelines.

(C) Procedures for appointment of college lecturer.

- (1) Each academic unit shall have guidelines for the initial appointment and reappointment of college lecturers. Academic unit guidelines for appointment of college lecturers shall be in accordance with approval by the university's office of equal employment opportunity.
- (2) Each academic unit shall have criteria that define minimum standards associated with college lecturer appointments, in addition to those defined in paragraph (A)(3) of this rule.

(D) Evaluation of college lecturers.

- (1) All college lecturers, regardless of the length of their term, shall be evaluated annually.
- (2) The criteria for evaluation of college lecturers shall include, but not be limited to, academic qualifications, quality of teaching, satisfactory fulfillment of professional responsibilities, and quality of professional activity.
 - (a) Each academic unit shall have separate criteria and guidelines for evaluation of college lecturers.
 - (b) The criteria prepared by each academic unit must be formally approved by a two-thirds vote of the regular faculty of the unit.
 - (i) In colleges without regular faculty, criteria must be prepared and formally approved by a two-thirds vote of the full-time members of the unit.
 - (ii) The dean and the senior vice president and provost and chief operating officer

shall also approve the criteria.

- (c) All operative academic unit criteria and guidelines shall be available in the unit, the office of the dean of the college, and the office of the senior vice president and provost and chief operating officer.
- (d) All academic unit criteria and guidelines shall comply with the faculty manual. In the case of conflict, the Administrative Code supersedes all other guidelines.

(3) Procedure for evaluation of college lecturers.

- (a) Each academic unit with college lecturers shall have procedures for evaluating college lecturers that result in a written summative and formative evaluation. Each evaluation of a college lecturer shall become part of that college lecturer's personnel file. In the case of conflict, the Administrative Code supersedes all other guidelines.
- (b) Each academic unit with college lecturers shall have a college lecturer evaluation committee constituted according to unit guidelines. The evaluation committee shall be convened no later than Friday of the second week of fall semester.
 - (i) The evaluation committee shall be composed of regular faculty of the academic unit who have completed at least one year of service at the university of Akron with the following exceptions:
 - (a) In colleges without regular faculty, a combination of peer evaluators and at least one supervisor shall form the committee.
 - (b) In colleges with departments or schools, chairs and directors, respectively, who write separate recommendations shall not serve on the evaluation committee.
 - (c) No faculty at the decanal level shall serve on the evaluation committee.
 - (ii) Evaluation committees shall be composed of a minimum of three members.
 - (a) In colleges with regular faculty, at least one member of the evaluation committee shall be a tenured faculty member.
 - (b) If there are fewer than three eligible members in the academic unit to form the committee, the academic unit shall formulate rules to add committee members from outside the unit. These rules shall be included in the procedures of the college or school with college lecturers.
 - (iii) In colleges with regular faculty, the committee shall select its own chair who shall be a tenured member of the regular faculty.
 - (iv) In colleges without regular faculty, the chair shall be appointed by the

supervisor of the unit from full-time contract professionals in the unit who do not directly supervise the college lecturers.

- (c) By Friday of the third week of fall semester, the committee chair shall notify the college lecturer that the college lecturer's evaluation file shall be submitted to the committee by the first Friday of spring semester.
- (d) The committee shall arrange for on-site visits for the purpose of evaluating the college lecturer's teaching.
 - (i) These evaluations shall be completed no later than Friday of the fifth week of fall semester.
 - (ii) College lecturers should be consulted for appropriate days for on-site visits.
 - (iii) Evaluations shall be done in written format.
 - (iv) A copy of the evaluation shall be given to the college lecturer and to the chair of the evaluation committee.
- (e) The evaluation committee shall meet to evaluate the college lecturer's file.
 - (i) The committee chair shall invite the college lecturer being evaluated to meet with the committee. The college lecturer reserves the right to decline the invitation.
 - (ii) The committee chair shall invite the department chair to meet with the committee. The department chair reserves the right to decline the invitation.
 - (iii) The committee shall complete its evaluation by Friday of the ninth week of fall semester.
 - (iv) The committee shall make a recommendation regarding future teaching.
 - (v) The committee chair shall forward the evaluation and recommendation to the department chair, school director, or immediate supervisor.
 - (vi) A copy of the evaluation shall be given to the college lecturer.
- (f) In colleges with department or schools, if the college lecturer member's contract allows for continuation and the evaluation committee has made a positive recommendation for continuation, then the department chair or school director shall forward the recommendation and the committee evaluation and recommendation to the dean no later than Friday of the twelfth week of classes in the fall semester. The department chair shall give a copy of the recommendation to the college lecturer.
 - (i) The dean shall transmit the recommendation to the senior vice president and

provost and chief operating officer no later than December fifteen with a copy to the candidate.

- (ii) The senior vice president and provost and chief operating officer shall transmit the recommendation to the board of trustees for consideration at the April board meeting.

- (g) The grievance procedure for the college lecturer is through the faculty grievance procedures found in rule 3359-20-03.6 of the Administrative Code.

(E) Merit raises.

- (1) College lecturers whose contracts are continuing for the following academic year shall be included in the general faculty and staff resource pool for the purpose of merit raises.
- (2) Each academic unit shall develop and publish guidelines for determination of merit raise recommendations for college lecturers.
- (3) The criteria for making merit raise recommendations shall be consistent with academic unit criteria for evaluating college lecturers.

(F) Renewal of college lecturer positions.

- (1) Not later than the fifth Friday of fall semester, the academic unit shall assess its need for college lecturer appointments, with particular attention given to those terms that will be expiring at the end of the following spring semester.
- (2) In colleges with departments or schools, the chair or director shall submit the department assessment of its need for college lecturer appointments to the dean, who shall determine the allocation of college lecturer positions for the following academic year.
- (3) In colleges without departments or schools, the supervisor shall submit the unit assessment of its need for college lecturer appointments to the dean, who shall determine the allocation of college lecturer positions for the following academic year.
- (4) If an academic unit receives a renewal of a position and the job description remains unchanged, the academic unit shall determine whether to re-advertise the position or continue the college lecturer who held the previous term.
- (5) If an academic unit receives a renewal of a position and redefines the job description, it shall conduct a new search.

(G) Benefits for the college lecturer.

- (1) Under the various headings of the rules and regulations of the university of Akron,

some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:

- (a) Extended circulation periods and other instructional support services in university libraries.
 - (b) Fee parking in specially designated university parking areas.
 - (c) Medical, dental, life, and long-term disability insurance in accordance with article 18 of the collective bargaining agreement between the university of Akron and Akron-AAUP; contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
 - (d) Sick leave.
 - (e) Membership in an Ohio retirement system.
 - (f) Identification card. All full-time faculty members are issued photo-identification cards.
- (2) College lecturers are not eligible for the faculty improvement leave program as defined in rule 3359-11-04 of the Administrative Code.
- (3) Other privileges and benefits are listed below:
- (a) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
 - (b) Recreation and fitness. The swimming pool has periods of open swimming for faculty members and their families. Faculty members are also welcome to participate in all intramural competitions--bowling, softball, volleyball, and others. Wellness and supervised exercise programs are available to all faculty and staff.
 - (c) Credit union. All faculty members are eligible for membership in the Akron teachers' credit union. Payroll deductions may be made to the credit union's savings plan.
 - (d) The bookstore at the university of Akron. Faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
 - (e) Notary public. Notary service is available by appointment in the office of general counsel at no cost to faculty members.
 - (f) Annuity option.
 - (i) The university has adopted a plan that makes available to all members of the faculty and staff an annuity option. This plan, referred to as a tax-deferred

annuity plan, is in conformity with current provisions of the internal revenue code.

- (ii) The university will accept an employee's voluntary authorization to divert a portion of current compensation to the purchase of an annuity contract, the purchase to be made through the university, but in the name of the employee. Compensation diverted to the purchase of an annuity is excludable from the employee's taxable income, for federal and state income tax purposes, in the current year, but is taxed when received as income from the annuity at the tax rates in effect at that time. Internal revenue has placed a limitation on the amount of current compensation excludable from taxable income. A voluntary diversion of compensation to purchase an annuity does not reduce the current base for local income tax, retirement deduction, or premiums paid by the university for insurance and workers' compensation.
- (iii) A current list of companies qualified to provide annuities for university faculty and staff may be obtained from the university vice president for finance and administration.
- (iv) Faculty members may wish to consult their tax advisors and/or current tax laws for any and all benefits or limitations to a tax-deferred annuity.
- (g) Education. Faculty members and members of their immediate families have been granted special educational privileges by the board as indicated in the following statement:
 - (i) Fee reductions for university faculty and administrative officers:
 - (a) College lecturers.
 - (i) Credit courses. Any college lecturer shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester and each summer session, free of all charges, including instructional and general fees, graduate level, laboratory, or other fees. Unused portions of these reductions are not cumulative.
 - (ii) Non-credit courses. Any college lecturer shall be permitted to take two non-credit courses per semester (i.e., combined summer I and II, fall, spring), which shall not affect eligibility for credit fee remission enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, 'Microsoft NT,' polymer science courses, etc.). A list of such courses will be maintained by the division of continuing education.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of workforce development and continuing education (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(ii) General provisions.

- (a) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (b) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for college lecturers who are entitled to the fee reduction.
- (c) Eligibility for fee reductions for college lecturers or relatives is determined by employment status on the first day of the course.
- (d) An individual may receive fee reductions under only one eligibility category (e.g., college lecturers, part-time faculty, full-time staff, spouse, or dependent) during any one academic period.
- (e) College lecturers are eligible for fee reductions during the summer if reappointed for the following academic year.

(iii) Fee reductions for relatives of college lecturers.

- (a) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, music non-credit courses, and other special fees not being affected):
 - (i) Unmarried and dependent children of all college lecturers while the parent is in the service of the university of Akron.
 - (ii) Spouses of all college lecturers while one or both are in the service of the university of Akron. Spouses of college lecturers who are also employees may elect to receive fee reductions as an employee or a spouse.
 - (iii) Spouses and unmarried and dependent children of all deceased college lecturers who have a minimum of ten years of continuous service and who were serving the university of Akron at the time of death.

- (iv) Spouses and unmarried and dependent children of all retired college lecturers who retire with a minimum of ten academic years of continuous service.
 - (v) For purposes of fee reductions:
 - (A) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law; and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.
 - (B) Unmarried and dependent children include natural, adopted and step-children for whom the full-time employee (or surviving spouse) provides more than fifty per cent support during the academic period for which education benefits are sought and who are not married at the start of the academic period for which education benefits are sought. The employee may be required to submit proof of dependency to the university auditor on request.
 - (C) The term "support" shall include the provision of food, clothing, shelter, medical and dental care, provision of accident and health insurance, transportation, recreation, child care expenses and other generally recognized indicia of financial assistance.
- (b) Fee reductions may be taxable income to the faculty member.

Effective:	01/31/2015
Certification:	Ted A. Mallo Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3359
Rule Amplifies:	3359
Prior Effective Dates:	06/30/2002, 06/25/2007

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Revisions to University Rule 3359-20-06.2
College lecturer

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 14, 2019, to rescind Rule 3359-20-06.2, as this rule is deemed unnecessary, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019



Consent Agenda
The University of Akron Board of Trustees
Meeting of August 14, 2019

Item	Description	Committee	Tab
1	Minutes for April 17; June 7, 12, 17, and 18; July 10, 12, 16 and 30, 2019	None	Board of Trustees
2	Procurements for More Than \$500,000	Finance & Admin.	2
3	Naming of The Keith A. Jr. and Stephanie L. Cline Athletics Leadership Academy	Finance & Admin	3a
4	Naming of The Joseph C. '76 and Carrie J. Hete Technology Common	Finance & Admin	3b
5	Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2019	Finance & Admin.	4
6	Proposed Curricular Changes	Academic Issues & Student Success	1
7	Proposed Department Name Change	Academic Issues & Student Success	2
8	Tentative Graduation List and Statistics for Summer 2019	Academic Issues & Student Success	3
9	Revisions to University Rule 3359-10-02, The University of Akron bylaws of the faculty senate	Rules	1
10	Revisions to University Rule 3359-11-17, Conflict of interest, conflict of commitment, scholarly misconduct, and ethical conduct – policies and procedures	Rules	2
11	Revisions to University Rule 3359-43-01, Constitution	Rules	3
12	Rescindment of University Rule 3359-11-09, World Wide Web	Rules	4
13	Rescindment of University Rule 3359-11-10.7, Privacy policy	Rules	5
14	Rescindment of University Rule 3359-20-06-2, College lecturer	Rules	6

Presiding:
Chair
Joseph M. Gingo

August 14, 2019

1

Anthony J. Alexander Advisory Trustee Appointment

2

Appointment of Dr. Gary L. Miller as President of
The University of Akron

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New Business

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Anthony J. Alexander Advisory Trustee Appointment

WHEREAS, The University of Akron's Board of Trustees adopted Rule 3359-1-10 on October 26, 2011, thereby creating the position of Advisory Trustee "to take advantage of the talents, resources and experiences of individuals who may or may not be residents of the state of Ohio"; and

WHEREAS, Anthony J. Alexander was appointed by the Board of Trustees to serve as an Advisory Trustee and is concluding his second three-year term; and

WHEREAS, Mr. Alexander has provided invaluable contributions and expertise to this Board during his two terms as an Advisory Trustee; and

WHEREAS, The Board of Trustees would like to extend Mr. Alexander's term as an Advisory Trustee for one additional year, through August 31, 2020; Now, Therefore,

BE IT RESOLVED, That Anthony J. Alexander is appointed to an additional, one-year term as an Advisory Trustee from August 2019 through August 31 2020.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON

RESOLUTION 8- -19

Appointment of Dr. Gary L. Miller as President of The University of Akron

WHEREAS, The Board of Trustees of The University of Akron has concluded its search for the next President of The University to succeed Interim President Dr. John C. Green; and

WHEREAS, The Board of Trustees has determined that Dr. Gary L. Miller is well suited to assume the presidency of The University of Akron; and

WHEREAS, Dr. Miller has an outstanding record as an effective higher education leader and consensus builder; and

WHEREAS, Dr. Miller's decades of senior-level higher education leadership are informed by his first-hand experience as a member of the teaching faculty and as a researcher; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Dr. Gary L. Miller as the 18th President of The University of Akron, with key terms of employment outlined in the attached Term Sheet; and

BE IT FURTHER RESOLVED, That the employment terms outlined in the Term Sheet and all other essential terms of the employment relationship shall be more fully set forth in a Presidential Employment Agreement, which shall be subsequently negotiated and executed and shall be subject to formal approval of the Board of Trustees.

M. Celeste Cook, Secretary
Board of Trustees

August 14, 2019

THE UNIVERSITY OF AKRON

Term Sheet The University of Akron and Dr. Gary L. Miller

The University of Akron (the “University”) and Dr. Gary L. Miller (“Dr. Miller” or “President”), enter into this Term Sheet (the “Term Sheet”) as of this 14th day of August, 2019, for the employment as President of the University. A definitive President’s Employment Agreement (the “Agreement”) containing these terms subsequently shall be negotiated and executed. Both this Term Sheet and the Agreement shall be subject to formal approval by the University’s Board of Trustees (the “Board”).

Terms

1. Dr. Miller shall serve as President of The University of Akron, subject to the applicable provisions of Ohio law and rules and regulations of the University and the Board, including but not limited to O.A.C. 3359-01-05. He shall be the chief executive officer for the University and shall serve as President under the supervision, and at the discretion of the Board.
2. The President's employment shall commence on October 1, 2019, unless otherwise modified by agreement of the Parties (the “Effective Date”) and continue for a term of five (5) years thereafter (the “Term”), consistent with the terms and incentives of the Agreement. Any subsequent extension or term, and the associated details thereof, shall be determined by a mutual written agreement of both Parties.
3. During the Term,
 - a. The President shall be provided with a base compensation of \$475,000 annually (the “Base Compensation”), subject to applicable taxes and withholdings, which shall be subject to annual review by the Board and may be increased during the Term of the Agreement at the sole discretion of the Board.
 - b. The University shall establish and maintain for the benefit of the President a non-qualified deferred compensation plan under section 457(f) of the Internal Revenue Code (the “457(f) Plan”). The University shall credit this Plan with \$25,000 during each year of the Agreement, provided that the President has remained continuously employed by the University through the end of such year, during the Term of the Agreement. All accrued deferred compensation that the University has credited to the 457(f) Plan shall become fully vested and payable to the President in a single

lump sum payment upon completion of the Term. If the President's employment terminates for any reason before the completion of the Term, other than because of death, permanent disability or termination without cause by the University, the President shall forfeit all of the accrued deferred compensation and shall not be paid any of the accrued deferred compensation.

- c. The President shall be responsible for any federal, state or local income tax liability incurred that result from payments made as compensation or benefits to the President pursuant to the Agreement.
4. The President shall be a member of the administrative faculty with rank, untenured, of the University. He shall be entitled to any and all standard benefits, subject to the terms and conditions of the appropriate plan or policy, provided to administrative faculty with rank, untenured, including: health insurance (dental, medical, prescription, vision and worker's compensation); life insurance; disability programs; retirement benefits (as elected by the President under applicable Ohio law) under either the applicable Ohio public retirement system or Alternative Retirement Plan ("ARP"); tax-deferred savings plans (including the University's 403(b) plan and 457(b) plan); flexible spending accounts; vacation and sick leave; and fee remission.
5. The University shall reimburse the President for reasonable moving and relocation expenses up to an amount of \$36,000, such reimbursement to be consistent with the University's policies concerning moving expenses. Moving and relocation expenses are eligible for reimbursement if incurred within twelve (12) months of the Effective Date.
6. During the Term of the Agreement, the University shall provide to the President a stipend of \$750 per month to be applied toward an automobile. Any automobile expense balance, as well as any liability, collision, and comprehensive insurance and all additional operational expenses associated with said automobile, shall be procured and borne by the President.
7. During the Term of the Agreement, the University shall provide to the President a stipend of \$3,500 per month to be applied toward housing. Any housing expense balance, as well as any liability and comprehensive insurance and all additional operational expenses associated with said housing, including any and all repairs, shall be procured and borne by the President.
8. The Board will provide the President, at the University's expense, with a family membership at one mutually agreed upon country club in the name of (or on behalf of) the University and shall pay monthly dues and expenses as provided under Board rules. The parties acknowledge and agree that based upon substantiation of information to be provided by the President, the University shall include in the President's compensation for income tax purposes only the value attributable to the President's non-business (i.e. personal) uses of such club. The President agrees to maintain and furnish an accounting of expenses provided for in this Agreement in accord with standard requirements of the University.

9. It is expected that the President shall, from time-to-time utilize facilities on the main campus or elsewhere, including the President's residence, to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students and student groups, friends of the University, and political leaders; and (2) to hold receptions, meetings, fund-raising activities, and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, reasonable cooking, catering, and/or housekeeping services shall be provided to, and/or reimbursed by the University at the President's request.
10. The President shall be provided with a reasonable budget for staffing, entertainment and other resources necessary for the operation of the Office of the President to carry out the University's development objectives as determined by the Board of Trustees. The President shall be provided with necessary equipment (i.e. computer, printer, etc.) to operate an office at the President's personal residence.
11. Travel, lodging, meals and other expenses (including reimbursement for mileage) incurred in connection with University business by the President and his spouse shall be reimbursed in accordance with University policy. If the President requests his spouse to utilize her skills and talents in connection with a University-related activity and for the direct benefit of the University, such efforts will be on a voluntary, unpaid basis; however, expenses incurred in connection with such University-related activity by the President's spouse shall be reimbursed in accordance with University policy.
12. The President may serve on one or more external, charitable or similar board positions with the prior express approval of the Board of Trustees.
13. As a condition of employment as President, and within ninety (90) days of the Effective Date of employment, Dr. Miller shall have a comprehensive physical examination by a licensed physician, mutually agreed upon by the parties. The cost of the examination and all tests and procedures related to the examination shall be borne by the University. A certification of his fitness for duty shall be submitted to the Board of Trustees.
14. Upon termination of the Agreement and/or completion of the Term, the University shall have no further obligation to the President, except as otherwise specifically required under the Agreement. Should the President resign his position prior to the completion of the Term other than for disability, the President will be subject to a liquidated damages clause.
15. This Term Sheet and the resulting Agreement shall be subject to the applicable provisions of Chapter 3345 of the Ohio Revised Code, including the performance evaluation, suspension of authority, duties and pay, and termination provisions required by Ohio Revised Code Section 3345.77. The Board shall conduct annual performance evaluations and shall include discussions of same with the President. The President shall provide such oral and written reports as may be required by the Board to aid in conducting such job performance reviews. The President shall comply with all provisions of Ohio's Ethics Laws.

16. Payment under this Term Sheet or subsequent Agreement is subject to appropriation of funds by the Ohio Legislature and to the determination of the adequacy of such funds for that purpose by the Board of Trustees. However, the Parties agree and understand that funding for the University comes from several sources other than appropriations by the State of Ohio. It is not the intent of the Board of Trustees to use any reduction in appropriations as a reason to reduce compensation under this Term Sheet or subsequent Agreement if other funds are available for such use.
17. The Parties agree to prepare and sign an Agreement, which shall include under what conditions the Board of Trustees may terminate the Agreement “for cause” and “without cause,” and under which the President may terminate the Agreement, with and without incurring a financial penalty. However, the Parties intend to be bound, and are bound, by the terms of this Term Sheet, until such time as it is replaced by the Agreement or is amended or superseded by a further written agreement signed by both Parties. Notwithstanding the foregoing, the University may terminate this Term Sheet, without any further liability or obligation thereunder, if the President is found to have engaged in any one or more of the following before the Agreement is in place: (a) acts or omissions of gross negligence or willful malfeasance in the performance of duties as President; (b) conviction of a felony, or a guilty or no contest plea to a felony charge; (c) acts or omissions that materially harm or reflect negatively upon the University undertaken or omitted knowingly; (d) material misrepresentation of credentials or background; or, (e) a knowing and material violation of Ohio Ethics Laws. This “for cause” provision shall be replaced by a mutually-agreed provision in the Agreement.

AGREED:

By: _____
Joseph M. Gingo
Chair, Board of Trustees
The University of Akron

By: _____
Dr. Gary L. Miller
President

Date: _____

Date: _____